

Adapting the Healthy Relationships Program (HRP) for 2SLGBTQIA+ Youth for a Virtual Context

General Online Facilitation

- Youth should have access to headphones (for privacy and to prevent an echo)
- Youth should be aware of how to turn on/off their mic and video feed, and know how to use virtual backgrounds for further privacy
- Co-construct strategies with youth for taking breaks from program content and/or leaving the group when youth are triggered, etc.
- Familiarize yourself with the interactive features of the online platform (e.g., screenshare, annotation, poll, breakout rooms, etc.) and practice using them prior facilitating the program with youth

Online Discussions (Opening/Closing Circles, and Discussions)

- Give youth the option of using nonverbal responses to answer discussion questions, such as "reactions" (on Zoom), chat, annotation, or other text-based features
- Use a system to facilitate/order the discussion, such as: a) asking youth to raise their hand if they have an answer; b) creating subgroups (e.g., A, B, C, etc.) and inviting someone from each group to respond; or c) calling out names, one by one, ensuring participants have the right to pass if they do not want to share
- Have the questions/prompts embedded in a PowerPoint presentation and share your screen, or type the questions/prompts in the chat so youth can refer to them

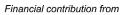
Session	Activity	Potential Adaptations
Session 1	 Developing Guidelines for the Group (p. 4) Getting to Know the Program (Dotmocracy) (p. 4) 	 Use the whiteboard or chat features on zoom (or a comparable platform) to invite participants to share written/illustrated suggestions for guidelines. Alternatively, you may insert a link to another resource, such as <u>Padlet</u>, and ask participants to add their guidelines and react to others' contributions. Copy the 17 program posters (p. 6- 22) into a PowerPoint - one image per slide - and share your screen with participants. Ask youth to indicate their preferred sessions in the chat or whiteboard features, or through a shared <u>GoogleDoc</u> or







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		<u>Google Jamboard</u> . Alternatively, you can create one or two polls (i.e., what HRP for 2SLGBTQIA+ Youth sessions are you most interested in participating in?) and invite youth to vote for their favourite sessions - select multiple choice option.
Session 2	 Breaking Binaries (p. 24) 	 One by one, write each of the six concepts (i.e., sexual orientation, romantic orientation, sex assigned at birth, gender identity, gender expression, and identities/ways of being) on a virtual whiteboard, <u>GoogleDoc</u>, or <u>Jamboard</u> and have participants write/draw their responses. Use the clear feature to erase the whiteboard after you discuss each concept. Alternatively, you can use the chat option and ask participants to describe the concept, one at a time. Or you can share a portion of your screen (annotation enabled) to have youth enter their responses on a PowerPoint, etc.
Session 3	 Crossing Boundaries (p. 32) 	 Verbally present the quadrant options: 1) absolutely; 2) yes, but, 3) no way, no, and 4) but to youth and/or share the attached image (p. 32) via whiteboard, PowerPoint, or the like. After you have read each scenario, one-by-one, read each option and ask participants to use the 'raise hand' function on zoom or similar platform to indicate their position in the quadrant.
Session 4	 Coming Out Activity (p. 40) 	 Copy and paste the attached "coming out statements" (i.e., infographics A-H) (p. 43-50) into a PowerPoint presentation – one image per slide - and share your screen with participants.









Session 5	 Mental Health Grid (p. 53) Mental Health Grid and My Supports Card (p. 59) 	 Copy the attached "my mental health grid" and "mental health grid and my supports card" images, paste them into PowerPoint slides, and share your screen with participants. Also, encourage youth to view the images in their workbook (p. 6).
Session 6	 Lifelines (Helping Friends) (p. 62) 	 Create a breakout room for every two youth. Provide the following instructions to participants: Each time the Helper says something that positively impacts the Partner, they can 'react' favourably by giving a 'thumbs up' or by typing a smiley face emoji in the chat box. Conversely, the Partner can indicate their displeasure with something that the Helper said by using the 'thumbs down' reaction or by typing a frowny face emoji in the chat box.
Session 7	 High Five: Harm Reduction (p. 68) 	 Create a communal <u>GoogleDoc</u> that has a table with three columns: 1) activity question prompts; 2) "High Five" questions; 3) significance, and five rows – one for each of the following: 1) Who?; 2) What?; 3) Where?; 4) When?; and 5) How? - for each youth. Ask each participant to respond to the following prompt: create five questions – one per prompt – that should be considered before using substances, by completing their individual table – both the "High Five" question column and the significance column. Ask youth to explain the significance associated with asking each question in the "significance" column. Ask youth to review each other's work.



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Session 8	• Group Discussion (p. 74)	 Alternatively, you can create textboxes on a shared white board with the prompts (i.e., Who? What? Where? When? And How?) and ask youth to add their questions/significance. Copy and paste discussion questions into a PowerPoint presentation and share, one question at a time, with youth. Alternatively, you may use
		the whiteboard or chat features (on zoom) to invite participants to share written/illustrated suggestions to discussion questions.
Session 9	 Microaggression Cards Activity (p. 82) 	 Copy the six attached "what not to say posters" (p. 86-91) and paste them - one image per slide - into a PowerPoint presentation. Enable youth to view the posters by sharing your screen.
Session 10	 Relationship Rights and Responsibilities (p. 95) 	 Create two breakout rooms – one for "Relationship Rights" and one for "Relationship Responsibilities" and have youth generate ideas for each in smaller groups. Encourage youth to use the chat feature to summarize their answers. Alternatively, use the whiteboard or chat features on zoom (or a comparable platform) to invite participants to share written/illustrated responses. You may also opt to insert a link to another resource, such as <u>Padlet</u>, and ask participants to add their responses.
Session 11	 Case Studies and Microaggressions (p. 100) 	 Copy and paste "What Not to Say" (p. 86-91) posters into a PowerPoint and share your screen with participants. Ask for volunteers to verbally respond to a specific





HRP for 2SLGBTQIA+ Youth



		microaggression on one of the
		posters.
		 Alternatively, you may (Zoom)
		screen share the "What Not to Say"
		posters and have youth use the
		"annotation" feature to respond
		assertively via words or drawings.
Session 12	• Activity (p. 106)	 Copy and paste scenarios into a PowerPoint presentation and share screen with youth. Have a volunteer select a scenario and respond to it using either: delay, negotiation, or refusal. Ask another volunteer to respond to the scenario using one of the two remaining conflict resolution strategies. Ask a final volunteer to provide a response for the remaining strategy. Repeat until all the desired scenarios are complete. Alternatively, you may use the whiteboard feature to encourage youth to scribe their responses. Or you may use the breakout rooms to allow more youth to participate in
Consign 12	• (Un)hoalthy	providing verbal responses.
Session 13	 (Un)healthy Relationships (p. 118) 	 Group discussions can be facilitated in smaller groups (i.e., breakout rooms) and then debriefed with the larger group.
Session 14	Cutting and	• Copy and paste statements 1-5 (p.
	Rebuilding Ties (p.	125-127) in a PowerPoint
	124)	presentation and share your screen
		with youth. Have a volunteer read
		the first statement. After the
		statement is read, introduce a
		sound (e.g., wah wah sound effect -
		https://www.youtube.com/watch?v
		<u>=CQeezCdF4mk</u>) and/or complete
		an action (e.g., turn off video feed
		of youth who read the statement,
		drop an object, etc.) to signify







		cutting ties with Eggbert. Repeat until all statements are read. Read the "Intervene/Reconnect" statements (p. 130-134) and have youth, one by one, turn their videos back on. Cue a happy audio clip to signify a rebuilding of ties.
Session 15	• Activity (p. 137)	 Ask youth to secure a piece of paper to complete the Zine activity (p. 137) or have them download the safety planning app, Be Safe (besafeapp.ca). Encourage youth to create a safety plan – a hard copy or virtual one. Follow the instructions in the manual for the manual for creating a physical copy of the plan (e.g., people, places, and things brainstorm).
Session 16	 How to be an Ally (p. 148) 	 Copy and paste the attached 'how to be an ally' images (p. 150-159) into a PowerPoint presentation. Share your screen with participants while you read them aloud.
Session 17	 Concluding Circle (Appreciation Sheet) (p. 163) 	 Share "appreciation sheets" (p. 163) with participants via a <u>GoogleDoc.</u> Cut and paste one appreciation sheet into the document for each youth. Encourage youth fill out the sections, "one thing I appreciate about myself" and "one thing I learned about myself." Next, have youth rotate through group members' sheets to fill out what they appreciate about their peers. Alternatively, follow the same process as above, but use the whiteboard feature to allow participants to annotate their responses. Save the whiteboards afterwards.







HRP for 2SLGBTQIA+ Youth

Session 1 Images (Dotmocracy)

Session #1

I HAVE A VOICE:

Introduction to the Program

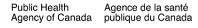
Affirmation: I HAVE A VOICE

Skill: I am using my voice

Practice: Participating in the program in ways that feel right and true for me



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MINE TO NAME

Identities/Ways of Being

Affirmation: MY IDENTITIES ARE REAL, VALID, AND MINE TO NAME

Skill: I am aware of the many identities/ways of being and expressions in communities

Practice: Reflecting on my ways of being









Session # 3:

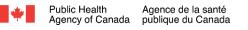
RECOGNIZE AND RESPECT

VALUES AND BOUNDARIES

Affirmation: I DESERVE TO HAVE MY VALUES AND BOUNDARIES HONOURED

Skill: I can identify my personal values and boundaries

Practice: Reflecting on and communicating my own values and boundaries







Session #4:

MY JOURNEY

COMING OUT

Affirmation: MY JOURNEY, MY WAY, MY TIME

Skill: Recognize that coming out is a process that looks and feels different to different people

Practice: Creating your own coming out affirmation







MY MIND MATTERS

MENTAL HEALTH AND WELL-BEING (Part 1)

Affirmation: I AM NOT STUCK; MENTAL HEALTH CAN CHANGE OVER TIME

Skill: I understand that mental health exists on a grid and I can identify and access supports that can help me

Practice: Locating your mental health on the mental health grid; learning about mental health resources in my community







MY MIND MATTERS

MENTAL HEALTH AND WELL-BEING (Part 2)

Affirmation: I CAN HELP MYSELF AND OTHERS, BUT I DON'T HAVE TO DO IT ALONE

Skill: I know how to start and continue conversations about mental health with my friends

Practice: Talking about mental health and wellness with others







THINKING AHEAD

MAKING SAFER CHOICES ABOUT SUBSTANCE USE

Affirmation: I TRUST MYSELF TO MAKE DECISIONS THAT ARE RIGHT AND TRUE FOR ME

Skill: I think ahead about my safety and make informed choices about substance use

Practice: Asking questions to help me make informed choices about substance use







I BELONG

COMMUNITIES AND CONNECTIONS

Affirmation: | BELONG

Skill: I know two ways to find/connect to different communities

Practice: Finding connection to communities









MY SUPER-POWER

COPING WITH CHALLENGES

Affirmation: I AM WORTHY OF RESPECT AND INCLUSION

Skill: I am able to identify and cope with microaggressions

Practice: Recognizing microaggressions and exercising options







WE ALL HAVE A SAY

Rights/Responsibilities/Consent

Affirmation: ALL PARTIES IN A RELATIONSHIP HAVE A SAY

Skill: I can name my rights and responsibilities in various relationships

Practice: Asserting my rights, honouring my responsibilities, voicing consent







RIGHT AND TRUE COMMUNICATION STYLES

Affirmation: I HAVE THE COMMUNICATION TOOLS TO DO WHAT IS RIGHT AND TRUE FOR ME

Skill: I know different communication styles for dealing with difficult situations

Practice: Using the assertive communication style in low-pressure situations







WORDS AND ACTIONS COMMUNICATING THROUGH CONFLICT

Affirmation: MY WORDS AND ACTIONS CAN HELP ME IN ANY SITUATION

Skill: I am able to choose a communication skill based on the situation I am in

Practice: Using communication skills to delay, negotiate, and refuse based on personal values, boundaries, and circumstances





SHIPS

HEALTHY AND UNHEALTHY RELATIONSHIP

Affirmation: ALL PARTIES, NO MATTER THE RELATIONSHIP, DESERVE TO BE TREATED WITH RESPECT

Skill: I know the difference between healthy and unhealthy relationships

Practice: Reflecting on the ingredients that are important for you to foster healthy relationships







(RE)BUILDING TIES

ADDRESSING RELATIONSHIP VIOLENCE

Affirmation: I AM WORTHY OF HEALTHY RELATIONSHIPS; THE PEOPLE I CARE ABOUT ARE WORTHY OF HEALTHY RELATIONSHIPS

Skill: I can recognize the warning signs of escalating relationship violence and the value of maintaining ties

Practice: Reaching out and (re)building ties







MY SAFETY

EXITS AND SAFETY PLANS

Affirmation: I DESERVE TO BE SAFE, NO MATTER WHAT

Skill: I know how to plan for my safety in case I have to leave an unhealthy relationship

Practice: Preparing an individual safety plan that can be used in an emergency







ALLIESHIP:

BEING THERE FOR OTHERS

Affirmation: WE ARE ALL ALLIES IN DIFFERENT WAYS

Skill: I can name 2 strategies for supporting a friend

Practice: Listening to and working with others







CONCLUDING CIRCLE

LET'S SHARE AND CELEBRATE

Affirmation: I AM LOVED, I BELONG

Skill: I am able to appreciate myself and others

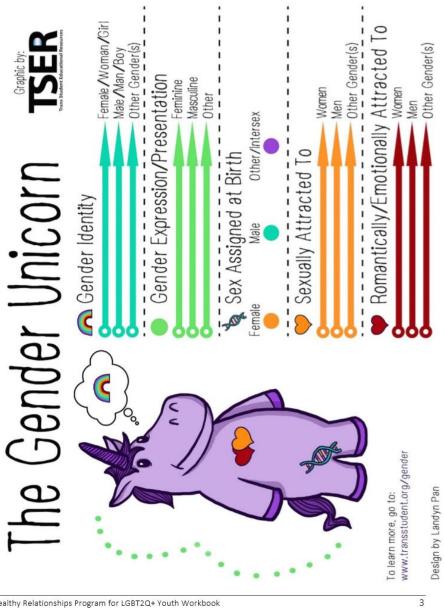
Practice: Reflecting on who I am and what I contribute







Session 2 Images (Gender Unicorn)



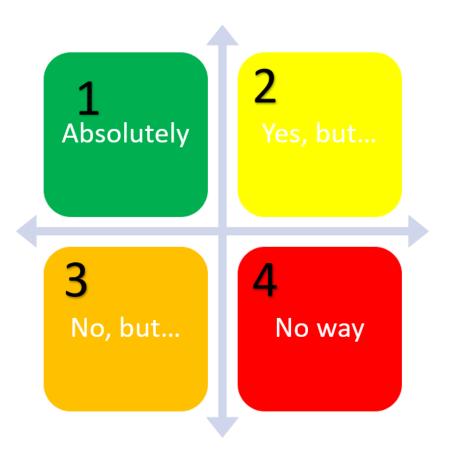
Healthy Relationships Program for LGBT2Q+ Youth Workbook







Session 3 Images (Crossing Boundaries)



Financial contribution from







Session 4 Images (Coming Out Statements)

Coming out isn't just about being gay

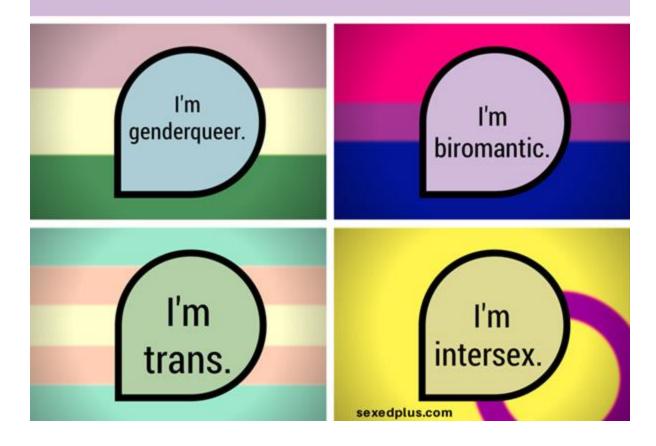








Coming out isn't just about sexual orientation



Financial contribution from







Coming out is different for everyone



Financial contribution from









You're never really done coming out



Financial contribution from







Coming out isn't all or nothing



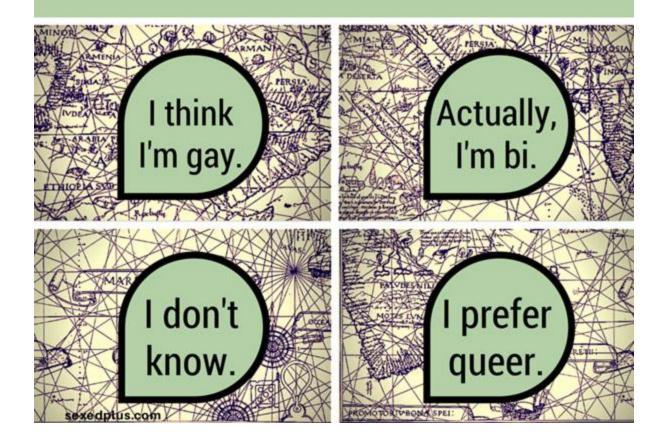
Financial contribution from







Coming out can be a process



Financial contribution from







It can be risky to come out -even dangerous



Financial contribution from









Coming out is a personal choice



Financial contribution from

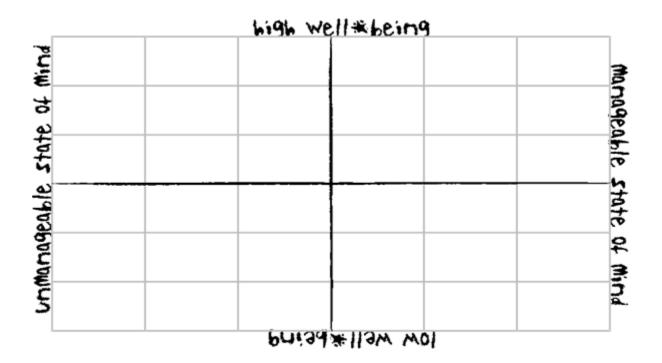








Session 5 Images (My Mental Health Grid and Resources)







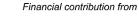


My mental health grid and supports and Strategies card

	high well*being		STRATEGIES	
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school support	Family support	community support	UNMANAGEABLE STATE OF MIND	
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Phone Number:	Phone Number:	Phone Number:		
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Healthy Relationships Program for LGBT2Q+ Youth Workbook

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HRP for 2SLGBTQIA+ Youth

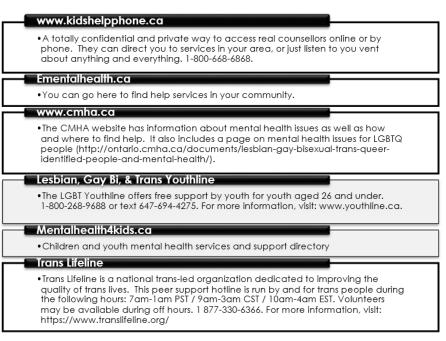


MENTAL HEALTH RESOURCE SHEET

Where can I go for more information?



Where do I go/call if I need help for myself or for a friend?



Healthy Relationships Program for LGBT2Q+ Youth Workbook









Session 6 Images (Tips for Helping a Friend)

•How are you? Are you okay? Tell me about it. I'm here to listen. Starting the I'm worried about you. Where have you been lately? conversation: I miss you. I'm here for you. I care about you. What's going on with you? What's up? I'll be here when you're ready to talk. I think you might need some help. Who else do you talk to about this? I can help you get help. How can we keep you safe? Further in: Are you feeling suicidal? Have you thought about hurting yourself? It's important to me that you're okay. Let's figure out who we can get to help us (a trusted adult) Judge Minimize the problem Solve your friend's problems or offer "cures" to their problems Try not to: Interrupt Accuse your friend of overreacting Promise to keep secrets Take on too much. Get help if you're overwhelmed!

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Session 9 (What Not to Say Posters)



"You're just scared of trusting someone."

"Do you masturbate?"

"You need to get your hormones checked out."

> "Good luck finding someone who will date you."

"I bet I could change that."











What not to say to people who identify as

"What's your birth name?"

"When are you going to start taking hormones?"

"Do you still have your real genitals?"

> "I don't think I could ever think of you as someone else, sorry."

"You have to pick one gender and stick with it."



Let's get this straight.











What not to say to people who identify as PANSEXUAL

"Why don't you just call yourself bisexual?"

"What even is that? Are you attracted to pans?"

"So you want to sleep with everyone?"

> "That's just another fad made up by the internet."

"There's only two genders though."



Let's get this straight.



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What not to say to people who identify as BISERUAL

"That's so hot. Threesome?"

"It would make me really insecure if my partner was bi."

"Everyone experiments, you don't need a label to feel special."

"Stop staying half in the closet."

"How many people of the same gender have you been with?"



Let's get this straight.



Financial contribution from







What not to say to people who identify as **LESBIANS**

"That's so hot! Can I watch?"

"Wait...how do you have sex?"

"You probably just haven't found the right guy yet."

"Which one of you is the man?"

"But you don't LOOK like a lesbian..."



Let's get this straight.



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"So, like, which one's the guy and which one's the girl in your relationship?"

"OH MY GOD, we should totally go shopping!"

"Will you be my gay BFF!?!"

"Why are all the good ones gay? I wish you were straight!"

"But you don't LOOK gay..."



Let's get this straight.









Session 10 (Rights and Responsibilities in Relationships)

Rights in Relationships	Responsibilities in Relationships
- have your boundaries respected	- respect boundaries of person
 to decide you do not want to do certain or any sexual acts with another person (even if you did something sexual with them previously) 	- respect a person's decision not to take part in certain or any sexual acts
	- advocate that you each have your own time and space
- spend time with other friends/family (don't have to spend 24/7 together)	- respect people's wishes to not be "outed"
- Right to not be "outed" by anyone, including family members	- encourage personal growth in others
- have your own interests	- be honest about your feelings
- to be treated as an equal	 use people's chosen names and pronouns. Apologize and use the right ones moving forward if you make a mistake
 have intimate thoughts and actions kept confidential 	
- to not have your whereabouts and conversations monitored (i.e. not looking through your phone, email, Instagram, etc.)	
- to change your mind about things, including sex	
- to say no and to have that assertion respected	
- to have your sexual orientation and gender identity respected and affirmed	
- to have people use your chosen name and pronouns	







Session 13 (Breaking Up: What to Say/Do and What Not to Say/Do)

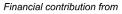
BREAKING UP: WHAT TO SAY/DO AND WHAT NOT TO SAY/DO

Breaking Up: What to Say/Do

- be honest and be prepared to receive the person's feelings
- tell the person face to face (not by email or text) as long as there are no safety concerns
- tell the person before you tell others
- tell the person in private as long as there is no concern for your safety
- explain, if possible

Breaking Up: What NOT to Say/Do

- if possible, don't text/email the breakup
- don't tell others about the breakup before telling the person yourself
- don't just curve or ghost someone
- don't spread rumours about the person
- don't yell or use violence
- -don't blame the person







I



Session 14 (Cutting and Rebuilding Ties)

Eggbert values having lunch each day with their group of friends. Eggbert is also excited to be in a new relationship. Eggbert's partner is very romantic, buys flowers, and tells Eggbert how attractive they are. One day, Eggbert's partner says, "Why can't we have lunch together? It seems like you like your friends more than me." Eggbert feels bad, reminds their partner that they are committed to the relationship and promise to have lunch with their partner a few days in the week. **Person #1, please cut ties.**

One day, Eggbert's partner says, "We need to talk. Something has been bothering me. I checked your Instagram and I see you have been commenting a lot on one of your friend's pictures. Are you cheating on me?" Eggbert insists that they are just friends, but their partner is not convinced. Eggbert asks, "How can I prove to you that I only love you?" Their partner answers, "If you really love me then you will unfollow this person. Today." Eggbert unfollows the person.

Person #2, please cut ties.



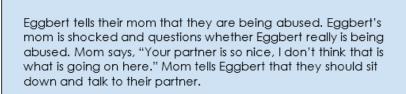




Eggbert starts to realize that maybe it is not their fault that their partner is upset with them all the time. Eggbert works up the courage to tell their partner that they want to break up. In a split second, Eggbert's partner slaps them. Their partner apologizes profusely, saying, "I don't know what came over me. Hove you so much and I can't imagine life without you. Please give me one more chance, and I will do whatever you want, but don't leave me."

The next day, Eggbert's teacher asks if everything is okay and points at the bruise on their face. Eggbert lies and says that they bonked themself with the hairdryer by accident.

Person #3, please cut ties.



Person #4, please cut ties.

Not knowing where else to turn, Eggbert goes to a shelter for help. They tell the worker that they are being abused, are afraid their partner will hurt them again, and they may need a safe place to go. The worker is transphobic, and tells Eggbert, "You can't stay here."

Person #5, please cut ties.



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"Why can't we have lunch together? It seems like you like your friends more than me."

How could we intervene to support Eggbert? How could the ties be rebuilt for Eggbert?







"If you really love me then you will unfollow this person."

How could we intervene to support Eggbert? How could the ties be rebuilt for Eggbert?







"Is everything okay?"

How could we intervene to support Eggbert? How could the ties be rebuilt for Eggbert?









"You can't stay here."

How could we intervene to support Eggbert? How could the ties be rebuilt for Eggbert?







"You should sit down and talk with your partner."

How could we intervene to support Eggbert? How could the ties be rebuilt for Eggbert

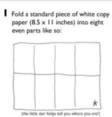


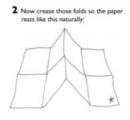




Session 15 (Activity: Exits and Safety Plans Zine)

a short guide to folding an eight-page mini zine





4 Place the paper down like so. Now put your index fingers where the arrows are, lifting up while folding the sheet lengthwise over your index fingers...

3 Now fold the paper in half as below and cut it halfway through so it looks like "4"...



5 During lengthwise folding in step "4" the middle of the sheet should buckle so that it can fold into this form naturally:



6 And now you have your eight-page zine! Notice the "starred" page is the front page of the zine. Volla!

*



ZINE DIAGRAM CREATED BY: ANDREW S. YANG, WWW.ANDREWYANG.NET







SAFETY PLAN

No one deserves to be scared, belittled, controlled, threatened, hurt, or sexually coerced. If you are thinking about leaving an unsafe relationship, consider developing a Safety Plan first (a strategy for how to safely leave). Here are some considerations:

- Which adults, people at school, and friends can you tell to help you be safe?
- Who can you call in case of an emergency for a place to stay or a ride?
- Develop a code word you can share with people you trust that signals you are afraid or need help.
- Consider using a buddy system to travel to and from school, classes, activities, and more isolated areas.
- Plan out safe routes to and from other places you usually go (home, work, the gym, friend's house, etc.).
- Consider changing your school locker location or lock.
- Consider changing your cell phone number and passwords for email, Facebook, etc.
- Regularly delete your web browser history.
- Keep items with you that you may need if you can't go home for a while (e.g., cash, debit card, health card, driver's license, medications, glasses or contact lenses, cell phone, keys, change of clothing, number of a crisis hotline or shelter, copy of restraining order if you have one).









DATING VIOLENCE SUPPORT SERVICES

National Coalition of Anti-Violence Programs (NCAVP): a coalition of organizations throughout the United States and Canada dedicated to providing assistance to LGBTQ+ individuals experiencing violence

The 519 (Toronto-based NCAVP center): 416-392-6874 / www.the519.org

Kid's Help Phone: Provides immediate help and hope that young people need and deserve - 24 hours a day, 365 days a year. Toll Free: 1-800-668-6868 Website: <u>www.kidshelpphone.ca</u>

The Victim Support Line (VSL): It is a toll-free information line providing a range of services to victims of crime. Toll Free: 1-888-579-2888

Youthline.ca: Peer support for LGBTQ+ Youth Text: 647-694-4275 Live chat with a Peer Support Volunteer Website: <u>http://www.youthline.ca/</u>

<u>Trans Lifeline</u>: connects trans people to the community, support, and resources they need to survive and thrive. Toll Free: 1-877-330-6366 Website: https://translifeline.org/hotline

School Resources:

- Social worker
- GSA advisor
- Principal

- Guidance counsellor
- Trusted teacher
- Coach

Additional Online Resources:

- www.mentalhealth4kids.ca
- <u>www.pflagcanada.ca</u>
- <u>https://www.the519.org/www.mindyourmind.ca</u>
- www.soahac.on.ca
- www.lawc.on.ca
- www.egale.ca







SUPPORTING FRIENDS

Should Say / Do

- believe them

- be a good listener

 help them to see they are being abused (you may need to help them identify excuses they are making for the abusive partner and dating violence myths they believe in)

- help them to see that it is not their fault

 encourage them to seek help and/or accompany them to get help

- share options and resources that they can choose from to receive help

- ask for help for yourself (again, you may need to keep your friend's identity anonymous if they would prefer that, but you should still seek help for the heavy emotions you will be carrying with you, such as visiting your school counsellor)

- consider your own safety when helping

Should NOT Say / Do

- do not blame them for not telling you sooner (there are good reasons)

- do not imply they may have done something to cause their partner to be upset – no one asks to be abused

- do not blame them for not leaving earlier - do not force them to leave now or tell other people without their permission

 do not confront the abusive partner directly (this may place you and your friend at greater risk of harm)

 do not distance yourself from your friend if they don't actively try to contact you for a while (it's probably not because they don't want to be friends anymore)





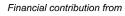


Session 16 (Ally Posters)

How to Be an Ally

Being an Ally is about Listening

Adapted from, So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know, by Jamie Utt (2013).









How to Be an Ally

Stop thinking of 'Ally' as a noun

ADAPTED FROM, SO YOU CALL YOURSELF AN ALLY: 10 THINGS ALL 'ALLIES' NEED TO KNOW, BY JAMIE UTT (2013).

Financial contribution from







How to Be an Ally

'Ally' is not a selfproclaimed identity

ADAPTED FROM, SO YOU CALL YOURSELF AN ALLY: 10 THINGS ALL 'ALLIES' NEED TO KNOW, BY JAMIE UTT (2013).

Financial contribution from







How to Be an Ally

Allies don't get to take breaks

ADAPTED FROM, SO YOU CALL YOURSELF AN ALLY: 10 THINGS ALL 'ALLIES' NEED TO KNOW, BY JAMIE UTT (2013).

Financial contribution from







How to Be an Ally

Allies educate themselves constantly

Adapted from, So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know, by Jamie Utt (2013).

Financial contribution from







How to Be an Ally

You can't be an Ally in isolation

Adapted from, So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know, by Jamie Utt (2013).

Financial contribution from







How to Be an Ally

Allies do not need to be in the spotlight

ADAPTED FROM, SO YOU CALL YOURSELF AN ALLY: 10 THINGS ALL 'ALLIES' NEED TO KNOW, BY JAMIE UTT (2013).

Financial contribution from







How to Be an Ally

Allies focus on those who share their privileged identities

ADAPTED FROM, SO YOU CALL YOURSELF AN ALLY: 10 THINGS ALL 'ALLIES' NEED TO KNOW, BY JAMIE UTT (2013).

Financial contribution from







How to Be an Ally

When criticized or called out, Allies listen, apologize, act with accountability, and change

Adapted from, So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know, by Jamie Utt (2013).

Financial contribution from







How to Be an Ally

Allies never monopolize the emotional energy

Adapted from, So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know, by Jamie Utt (2013

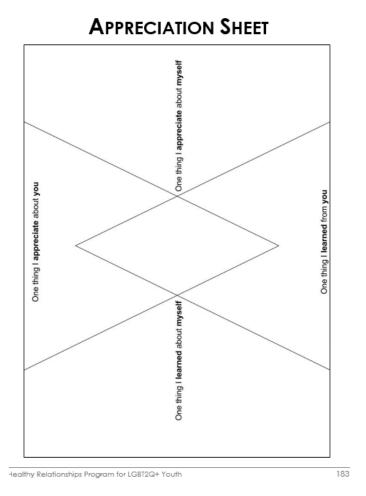
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Session 17 (Appreciation Sheet)



For more information, please contact Annaliese Loeppky (Project Coordinator) at <u>aloeppky@uwo.ca</u> and/or Dr. Alicia Lapointe (Research Scientist) at <u>alapoint@uwo.ca</u>.

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