

# The Men's Toolbox



Tool for  
intervention

## Working with Sexually Diverse Men Part 2: Implementing Inclusive Practices

### Instruction

Check the box that describes the degree to which each practice has been implemented in your organization. You can fill out this questionnaire alone or as a team.

**You can implement a number of practice-based approaches to ensure that sexually diverse men feel safe and secure when accessing your services. You may already be doing more than you think! If you feel that a big change is difficult, start by simply removing the easiest barriers to overcome. Every small gain is a step in the right direction!**

### 1 Visibility and signage

Visual elements that tell sexually diverse or questioning men that they are in the right place.

| To be implemented | In progress | Already implemented |
|-------------------|-------------|---------------------|
|-------------------|-------------|---------------------|

Describe

Your organization puts up signage indicating that its services are for sexually diverse men.

Your organization's photos or posters depict a variety of men or couples.

Its offices display well-known diversity icons or emblems, for example, an LGBTQ+ flag, common slogans, etc.

The bathrooms or changing rooms are gender-neutral.

## 2 Internal policy

### Educational and enforcement policy on harassment to above all create a safe and secure culture for both clients and staff.

Your organization has a formal and explicit policy against harassment and discrimination. It directly names the violence that could be suffered by sexually diverse men (homophobia, transphobia, racism, etc.).

This policy is publicly posted at your offices.

Your administration issues frequent reminders about this policy.

Your organization has a fair system to handle complaints about non-compliance with this policy, such as a dedicated public phone number.

Your organization has an internal committee to enforce this policy.

The policy has been translated into an action plan (videos, training, themed meetings, etc.) to promote openness to sexual diversity in your organization.

|  | To be implemented | In progress | Already implemented | Describe |
|--|-------------------|-------------|---------------------|----------|
| Your organization has a formal and explicit policy against harassment and discrimination. It directly names the violence that could be suffered by sexually diverse men (homophobia, transphobia, racism, etc.). |                   |             |                     |          |
| This policy is publicly posted at your offices.  |                   |             |                     |          |
| Your administration issues frequent reminders about this policy.   |                   |             |                     |          |
| Your organization has a fair system to handle complaints about non-compliance with this policy, such as a dedicated public phone number.   |                   |             |                     |          |
| Your organization has an internal committee to enforce this policy.  |                   |             |                     |          |
| The policy has been translated into an action plan (videos, training, themed meetings, etc.) to promote openness to sexual diversity in your organization.   |                   |             |                     |          |

## 3 Intervention

### Staff show openness to diversity when interacting with clients.

You avoid specifying the gender of the partners of the men who is in front of you.

You use the word that the man uses to refer to his life partner (boyfriend, girlfriend, partner, etc.).

You are comfortable asking about the meaning of words or phrases that you do not understand.

You understand it is crucial that you use the name and pronoun that the man uses to refer to himself.

You express empathy and humility and listen to the man you are working with.

|   | To be implemented | In progress | Already implemented | Describe |
|---|-------------------|-------------|---------------------|----------|
| You avoid specifying the gender of the partners of the men who is in front of you.                      |                   |             |                     |          |
| You use the word that the man uses to refer to his life partner (boyfriend, girlfriend, partner, etc.). |                   |             |                     |          |
| You are comfortable asking about the meaning of words or phrases that you do not understand.            |                   |             |                     |          |
| You understand it is crucial that you use the name and pronoun that the man uses to refer to himself.   |                   |             |                     |          |
| You express empathy and humility and listen to the man you are working with.                            |                   |             |                     |          |

## 4 Forms and documents

Aspects that ensure explicit rather than implicit inclusion.

Given that the exclusion of many minorities has long been explicit, their inclusion should be explicit as well.

|  | To be implemented | In progress | Already implemented | Describe |
|--|-------------------|-------------|---------------------|----------|
| Your organization's forms include the different possible genders of your clients.  |                   |             |                     |          |
| The forms include the different possible genders of your clients' partner(s).  |                   |             |                     |          |
| The forms include the different possible sexual orientations of your clients.  |                   |             |                     |          |
| All information collected from your forms is useful and aims to be non-intrusive and non-invasive both for general clients and sexually diverse men. |                   |             |                     |          |
| Your organization's website explicitly mentions that its services are inclusive for sexually diverse men.  |                   |             |                     |          |
| Your organization's literature refers equally to men who are in a "fathering" role and men without children, regardless of their sexual orientation. |                   |             |                     |          |

## 5 Environment

Aspects that help create a healthy culture around sexual diversity.

|   | To be implemented | In progress | Already implemented | Describe |
|---|-------------------|-------------|---------------------|----------|
| You understand LGBTQ+ realities.  |                   |             |                     |          |
| You feel comfortable calling out colleagues or clients with homophobic, transphobic or racist behaviours, attitudes or words.                                     |                   |             |                     |          |
| Your organization has an accountability and compassion policy that encourages staff to call out this behaviour.   |                   |             |                     |          |
| Your organization encourages you to establish interdepartmental agreements with partner organizations that work specifically with sexually diverse men.           |                   |             |                     |          |
| Your organization's onboarding process for staff includes a component on non-discrimination, equity values and, if applicable, your internal policy in this area. |                   |             |                     |          |

## Notes

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

## Useful sites

- [interligne.co/en/](http://interligne.co/en/)

Interligne is a frontline centre that provides support and information for people affected by sexual and gender diversity issues.

- [rezosante.org](http://rezosante.org) (in French)

RÉZO is a Montreal-based community organization that promotes the health and well-being of gay, bisexual, cis and trans men.

- [astteq.org/index.html](http://astteq.org/index.html)

Action Santé Travesti(e)s et Transexuel(le)s du Québec (ASTTeQ) is a project of the non-profit organization Cactus Montréal that promotes the health and well-being of trans people.

- [gris.ca/en/](http://gris.ca/en/)

The Groupe de Recherche et d'Intervention Sociale (GRIS) is a non-profit community organization that demystifies sexual orientation and gender identity by gathering stories.

- [en.lasterisk.com/accueil](http://en.lasterisk.com/accueil)

L'Asterisk is a caring, bilingual, non-commercial space for young 2SLGBTQIA+ people aged 14 to 30.

## Consult all the toolbox tools

[www.polesbeh.ca/en/documentation/mens-toolbox](http://www.polesbeh.ca/en/documentation/mens-toolbox)

## To cite this tool

Bacon, J., Arévian, A., Brodeur, N., De Serres, J., Gagné, D., Gariépy, Y., Hammond-Rivard, M., Lavoie, B., L'Heureux, P., Martel, B., Martin, R., Tremblay, G. & Houle, J. (2021). *The Men's Toolbox. Working with Sexually Diverse Men. Part 2: Implementing Inclusive Practices*. Vitalité - Laboratoire de recherche sur la santé (UQAM). <https://www.polesbeh.ca/en/documentation/mens-toolbox>

# The Men's Toolbox



© Vitalité - Laboratoire de recherche sur la santé (UQAM), 2021  
Reproduction is authorized for non-commercial purposes with acknowledgement of the source.

Any partial reproduction must faithfully represent the text used.  
Graphic design and editing: Pascale Ouimet, Cert. Ed.  
Translation: Amy Butcher