

Introduction

Ce document est un résumé et un échantillon du contenu disponible sur le portail de membre MTAM.

Dans le cadre de son but, le comité sur les pratiques inclusives du MTAM s'efforce de faciliter l'apprentissage et de fournir des ressources qui apportent leur appui aux MTAs pour identifier et réduire les obstacles auxquels certains individus sont confrontés lorsqu'ils ont recours à des soins de massothérapie. Ces possibilités d'apprentissage et ces ressources aident les MTAs à créer des pratiques et des espaces cliniques plus inclusifs.

L'identité sexuelle, l'expression de genre et l'orientation sexuelle sont des droits protégés par la Charte canadienne des droits et libertés et le Code des droits de la personne du Manitoba.

Des études démontrent que les personnes qui s'identifient comme appartenant à une minorité sexuelle ou de genre ont de nombreux besoins de santé non satisfaits et sont moins susceptibles d'accéder aux services de santé courants, d'urgence et préventifs. Cela s'explique par la crainte de la discrimination vécue et rapportée par d'autres, ainsi que par la honte qu'elles ont pu ressentir dans le passé. Par conséquent, de nombreuses personnes ne fournissent pas d'informations sur leur orientation sexuelle et leur identité sexuelle aux prestataires de soins de santé. Elles risquent ainsi de ne pas recevoir les soins dont elles ont besoin.

Le MTAM s'engage à aider les praticiens à offrir un environnement respectueux et sécurisé ainsi que des soins de qualité à tous. La valeur de la diversité sera toujours au cœur de cet objectif. La création d'espaces plus sûrs et plus accueillants améliore la qualité des soins et la valeur de l'expérience offerte à tous.

De nombreuses provinces ont émis des avis, établi des lignes directrices et fourni des recommandations, des consultations et même un leadership afin de promouvoir, de défendre et d'œuvrer en faveur d'espaces inclusifs pour toutes les personnes et familles appartenant à des minorités sexuelles et de genre.

RESSOURCES LGBT2SQ+

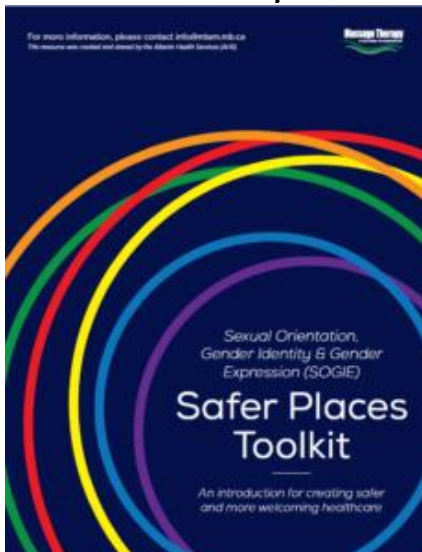
Massage Therapy
Association of Manitoba

Ressource

Les images suivantes sont des exemples des ressources anglophones disponibles sur le portail des membres du MTAM. Veuillez contacter le [bureau du MTAM](#) si vous souhaitez y accéder.

Ressources sur les pratiques inclusives

Trousse sur les lieux plus sécuritaires



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Affiches

DIGNITY

Our clients, RMTs and staff have the right to be treated with dignity and respect at all times.

We are committed to providing a safe and secure environment free from discrimination, harassment, physical violence, threats and intimidation of any kind.

Individuals engaging in any form of:

- Sexual harassment
- Acts of aggression
- Racism
- Transphobia
- Homophobia
- Religious bigotry
- or hatred and discrimination of any kind will be asked to leave our clinic.

Thank you for respecting this policy

RESPECT

DIGNITY

In this clinic, clients, RMTs and staff have the right to be treated with dignity and respect at all times

We are committed to providing a safe and secure environment free from discrimination, harassment, physical violence, threats and intimidation of any kind.

Individuals engaging in any form of this type of behaviour will be asked to leave our clinic.

Thank you for respecting this policy

RESPECT

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A Safe Place



Help create safer places where people of all sexual orientations, gender identities, gender expressions, races, religious beliefs, abilities, colour, and other personal characteristics should feel safe, welcome and valued.

If you have any suggestions or questions, contact info@mtam.mb.ca



Positive Space

This is a place where human rights are respected and where lesbian, gay, bisexual, transsexual, transgender, two spirit and queer people, and their friends and allies are welcomed and supported.

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SEXUALITY AND INCLUSION

People's Pronouns
Best Practice Guide

What are pronouns?

Pronouns are words we use to talk about people when we don't use their name. The most of us, we don't give the pronouns we use to describe ourselves or others a very much a thought. But many of our colleagues and the people we serve and provide care to think about them often. Next to a person's name, the pronouns we use when talking with and about others are an important and respectful way of showing respect and dignity. This guide provides some current best practice tips when using pronouns.

Why do pronouns matter?

Manitoba and federal law protects people from discrimination on the grounds of sexual orientation, gender identity and gender expression.

Everyone has the right to be called by the name and pronouns they go by. Using incorrect pronouns around others could expose personal information about the individual and even put them at risk.

Using correct pronouns can help ensure that we all have safe, healthy and inclusive workplaces. Most importantly, it lets others that "the thought of you, you are welcome here, you belong here."

And if you get it wrong? And you will! Simply apologize and commit to trying harder next time and move forward positively in your work relationship.

For more information, please contact info@mtam.mb.ca
This resource was created and inspired by the Alberta Health Services allyship.

Personal pronouns

She	Her	Hers
He	His	His
They	Theirs	Theirs
Ze	Zis	Zis
Hi	Hi	Hi

How can we use pronouns to create a sense of welcoming?

- Whenever you meet someone new, consider introducing yourself with your pronouns. (e.g., "Hi, my name is Jamie, I am your RMT today, I use she/her pronouns")
- If you are hosting or participating in a meeting, especially an online or phone meeting, model inclusion by sharing your pronouns
- Consider adding your pronouns to your email signature or attach a pronoun pin to your ID, lanyard or name tag
- Never assume someone's pronouns by the way they look or by the sound of their voice
- When in doubt ask "Can I ask you a question about your pronouns?" with a friendly grin, then ask "What pronouns do you use?"
- If you are still unsure and want to be in a position to ask, use gender neutral pronouns, they/their, to name the person going by

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SEXUALITY AND INCLUSION

Being an Ally
Best Practice Guide

What is an ally?

An ally is a person who advocates for the human rights of marginalized and vulnerable people by challenging discrimination and disadvantages.

Allyship is needed. Allies are essential. This is especially true with vulnerable populations whose voices are often ignored or dismissed.

Who is an Ally?

We can all work towards being an effective ally to your colleagues, friends, family members or ourselves.

What is an Ally?

The word ally is a verb, not a noun. It is a continuous action, an ongoing commitment to standing for and with vulnerable individuals and communities.

Remember!

It's always that ally to be!

- An ally never shares any part of this policy of the individual unless they say it's ok
- An ally never acts protectively, assumes alter's sexual orientation or gender identity

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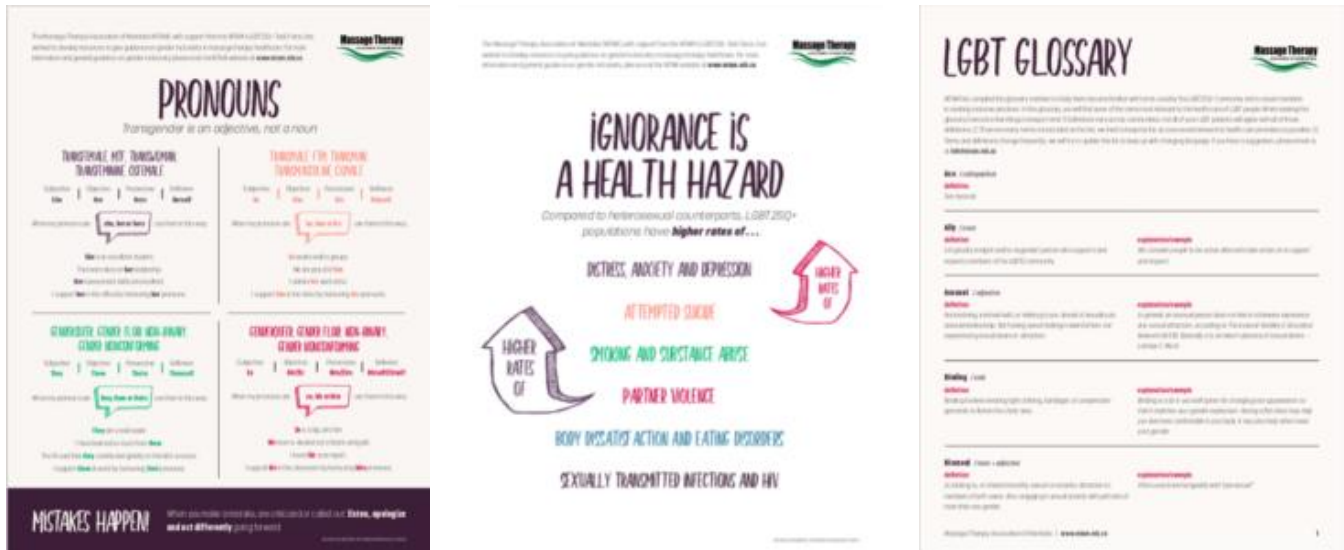
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Ressource



Ces images peuvent être imprimées sur du papier autocollant pour être utilisées comme décalques.



Liens et ressources supplémentaires :

- Centre de ressources sur l'éducation sexuelle <https://serc.man.ca/>
- Soins adaptés aux personnes transgenres <https://klinik.mb.ca/health-care/transhealthklinik/health-care-providers/>
- Klinik Community Health <https://klinik.mb.ca/>
- Centre de ressources Rainbow <https://rainbowresourcecentre.org/>
- Pride Winnipeg <https://pridewinnipeg.com/>
- <https://www.canada.ca/fr/femmes-egalite-genres/saison-fierte.html>
- <https://mb-lgbt.biz/directory/#!directory>

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- <https://www.tourismwinnipeg.com/things-to-do/lgbt>