Where Pride Meets the Prairies

2SLGBTQ+ Youth Community Needs Toolkit for Grande Prairie, Alberta



Developed by: *Northreach Society*
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Women and Gender Equality Canada
Femmes et Égalité des genres Canada

NORTHREACH

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How to Use This Toolkit

About This Toolkit

This toolkit is based on Northreach Society's 2SLGBTQ+ Youth (13–29) Community Needs Assessment (2025–2026), funded by Women and Gender Equality Canada, compiled by Amanda Gear, MA (Community Studies), BSW, RSW, and shaped by local youth and service providers.

Purpose

A practical, actionable, and adaptable guide for service providers, allies, and community members to foster an inclusive, safe, and affirming Grande Prairie for 2SLGBTQ+ youth

Who is This For?

- **Service Providers:** Use the mezzo and macro steps to implement systemic changes in your organization.
- **Allies and Community Members:** Focus on micro and mezzo actions to show support in daily life and local spaces.
- **Youth:** Share your voice, connect with resources, and advocate for your needs.
- **Policymakers and Leaders:** Use the macro steps to drive community-wide change.

How it's Organized

- **Themes:** Each section addresses a key need from the Needs Assessment (e.g., Community Acceptance, Friendship and Community).
- These themes and actions operationalize the priorities identified by youth in the Needs Assessment.
- **Levels of Action:**
  - **Micro:** Individual actions (e.g., using correct pronouns).
  - **Mezzo:** Organizational actions (e.g., hosting ally training).
  - **Macro:** Systemic actions (e.g., advocating for policy change).
- **Youth Voice:** Direct insights from youth to guide your work.
- **Local Spotlight:** Highlights a key Grande Prairie or Provincial organization for each theme.

Tips for Success

- **Start small:** Pick one micro or mezzo action to implement this month.
- **Collaborate**: Partner with other organizations to amplify impact (e.g., share resources, co-host events).
- **Center youth:** Involve youth in planning, feedback, and leadership.
- **Track progress:** Use the Measurable Outcomes (final page) to evaluate your efforts.
- **Customize it:** Adapt the steps to fit your organization's capacity, mission, and audience. Add your own resources, examples, or local contacts to make it relevant to your work.

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Theme 1: Community Acceptance

Goal: Create visible, affirming spaces where 2SLGBTQ+ youth feel safe, seen, and valued in Grande Prairie.

Reflection Questions

Individual

- How do you show allyship in your daily interactions (e.g., pronouns, calling out microaggressions)?
- What's one small but meaningful action you can take this week to affirm a 2SLGBTQ+ person?

Organizational

- How does your organization visibly signal safety (e.g., signage, policies, staff training)?
- What barriers prevent your organization from being fully inclusive? How can you address them?

Systemic

- How can Grande Prairie as a community normalize acceptance (e.g., policies, public campaigns, City Hall engagement)?
- What would it look like for local leaders to publicly and consistently support 2SLGBTQ+ youth?

Youth Voice

- Youth describe how visible and vocal allies create spaces where they feel safe, reduce emotional labour, and provide reassurance that someone will stand up for them if needed (Community Acceptance, p. 11).
- Youth emphasize that Pride events and inclusive spaces like Northreach's Youth Group or Kickstand GP help them feel safe and connected (Community Acceptance, p. 11).
- Youth share that they feel safest around other queer people and that peer connections are vital lifelines (Friendship and Community, p. 19).

Service Provider Voice

- Service providers (April Meeting) recommend creating and promoting affirming spaces (e.g., signs in windows, QR codes for resources).
- Service providers suggest recognizing and promoting allies (e.g., attend community events, build networks).
- Service providers advise using the Grande Prairie Pride Society's website as a guide for agencies.
- Service providers encourage offering trainings for reducing stigma for businesses and agencies.

Actionable Steps by Level

Individual Actions

Action	Example	Tools and Tips
Use correct pronouns	Ask for and respect pronouns in all interactions.	https://reports.hrc.org/being-an-lgbtq-ally
Call out microaggressions	Address harmful language or assumptions in the moment.	https://traumainformedoregon.org/wp-content/uploads/SOC-Facilitator-Toolkit-Interrupting-Harmful-Oppressive-Language-Tipsheet.pdf
Encourage youth to join Youth Advisory Council	A youth-led body that connects young people directly to municipal decision-making, empowering them to advise, advocate, and shape their community.	https://cityofgp.com/city-government/youth-advisory-council
Educate yourself	Learn about 2SLGBTQ+ identities, history, resources, and local issues.	https://pronouns.org/
Attend events	Show up for Pride events, volunteer with youth group, and be actively engaged.	Local resources: https://www.grandeprairiepridesociety.com/resources/ Reach out to agencies working in community and look for opportunities to learn and engage. https://www.casw-acts.ca/en/practice-resources-2slgbtqia See local community agency pages for event listings and don't be afraid to reach out via email or phone.

Organizational Actions

Action	Example	Tools & Tips
Display "Safe Space" signs	Use window decals or posters with QR codes linking to resources.	While safe space stickers can be purchased online, it is important to think about how you can personalize your approach, create your own posters, create QR codes linking to your policies, local resources, or how you support 2SLGBTQ+ youth. Moving the effort beyond a simple small sticker on a window. https://healthsci.mcmaster.ca/7-ways-to-help-promote-positive-spaces-for-2slgbtq-communities/
Train staff on inclusive practices	Workshops on pronouns, gender identities, and affirming language.	Look for training on 2SLGBTQ+ topics; places doing education: Northreach Society (Free Gender and Sexual

		Diversity Inclusion Training), Grande Prairie Friendship Centre, BIPAN (art-based workshops, storytelling, and Two-Spirit teachings; sliding scale/volunteer/honorarium).
Create a guide for service providers	Include locations of safe spaces, inclusive employers, and affirming therapists.	Local resources: https://www.grandeprairiepridesociety.com/resources/ Create tangible printable guide, QR code guide, build into policies that staff know where to access information.
Promote affirming spaces	Highlight businesses/organizations already doing the work (e.g., Wonderland Games, CULTure). For businesses and agencies: join Friends of Pride and show local support.	Learn what local businesses and organizations are actively creating inclusive safe spaces and share them with 2SLGBTQ+ youth. Friends of Pride.
Host ally training	Offer workshops for staff, volunteers, or community members.	Northreach Society (training available).
Develop inclusive policies	Explicitly prohibit discrimination based on SOGIE (Sexual Orientation, Gender Identity, Gender Expression).	Toolkits and resources: https://prideatwork.ca/
Rotate youth groups	Host meetings at different affirming locations (e.g., Sunrise House/Kickstand, Eastlink, Library, Grande Prairie Friendship Centre).	Connect with local 2SLGBTQ+ youth group and collaborate and **invite** group to share a location.

Systemic Actions

Action	Example	Stakeholders
Advocate for City Hall support	Push for queer proclamations (e.g., "No Discrimination Tolerated in Grande Prairie").	City Council, Mayor's Office.
Launch an ally campaign	Encourage businesses to sign a Visible Ally Pledge and display it publicly.	Chamber of Commerce, Local Businesses, local media.
Educate City Hall	Meet with officials to demand visible, ongoing support (not just verbal).	Create a template letter for advocacy and share it widely.
Create petitions	Quantify community support (e.g., "100+ businesses support 2SLGBTQ+ youth").	Share via social media and local networks.
Partner with other organizations	Collaborate with schools, libraries, and nonprofits to amplify visibility.	Grande Prairie Public Library, Grande Prairie and Peace Wapiti School Divisions.
Advocate for inclusive policies	Push for SOGIE-inclusive policies in schools, workplaces, and public spaces.	School Boards, City Council.
Push for representation	Advocate for 2SLGBTQ+ voices in city marketing, public art, and media.	City of Grande Prairie, local artists.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

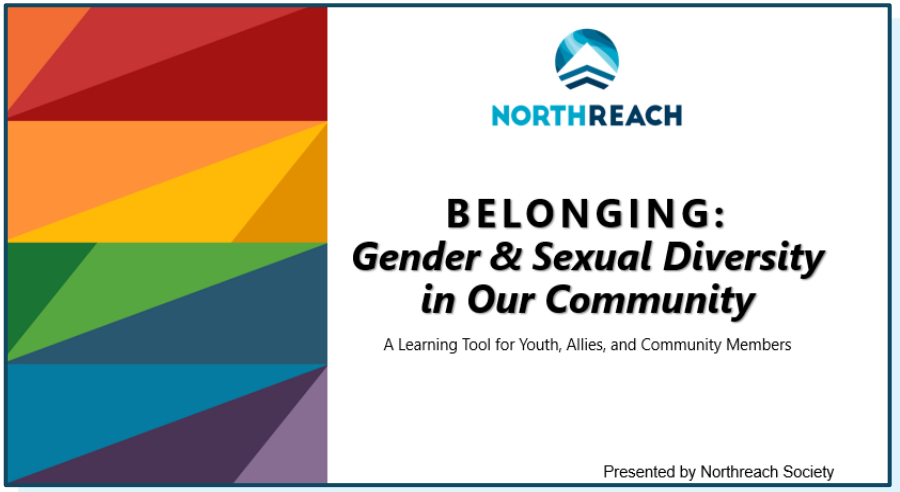
Challenge	Solution
Performative allyship (e.g., businesses supporting Pride only for visibility).	Create criteria for meaningful allyship and membership (*e.g., "Do you advocate year-round? Are you receptive to educational sessions?")*.
Barriers in rural schools (e.g., resistance to inclusive policies).	Develop discrete indicators of safe spaces (*e.g., small stickers, subtle signage*). Create and provide resources for educators to navigate pushback.
Maintaining visibility and updates (e.g., keeping resource lists current).	Use QR codes that link to a central, updatable online resource. An organization would need to champion this.

Local Spotlight: Northreach Society

Northreach Society's 2SLGBTQ+ Gender and Sexual Diversity Education

- **What they offer:** Education on Gender and Sexual Diversity for youth and adults. Various sessions focusing on the unique needs of businesses, organizations, and agencies to foster belonging and understanding within Grande Prairie and area.
- **How to use it:** Refer to their educators, collaborate on events, or use their education sessions to create understanding or diversity, equity, and inclusion in your org!

Contact: northreach.ca



Theme 2: Friendship and Community

Goal: Foster peer support, reduce isolation, and build connections for 2SLGBTQ+ youth in Grande Prairie.

Reflection Questions

Individual

- How do you help foster connections between 2SLGBTQ+ youth in your daily work?
- What's one way you can actively introduce a youth to a peer or mentor?

Organizational

- How does your organization create opportunities for youth to build peer connections?
- What barriers (e.g., cost, transportation, accessibility) prevent youth from accessing your programs?

Systemic

- How can Grande Prairie fund and sustain low-cost, accessible peer support initiatives?
- How can the community amplify youth-led friendship and connection efforts?

Youth Voice

- Youth describe how being in queer youth groups helps them greatly, including having access to teen dances where drag performers share stories after their performances (Friendship and Community, p. 19).
- Youth explain that Grande Prairie is a word-of-mouth town, where knowing someone who knows about resources is key to accessing information (Friendship and Community, p. 19).
- Youth emphasize that they feel most supported around their friends and found family (Friendship and Community, p. 19).

Service Provider Voice

- Service providers (April Meeting) recommend increasing ways to promote youth groups and events.
- Service providers suggest more events with lower cost barriers for youth to attend.
- Service providers advise peer support networks and community building.
- Service providers encourage more safe and inclusive spaces to meet needs and create backups if other spaces become unsafe.

Actionable Steps by Level

Individual Actions

Action	Example	Tools and Tips
Be a connector	Introduce youth to peers, mentors, or affirming groups. Know where groups are held, age limits, restrictions, etc.	Northreach's youth group and daytime drop-in, Grande Prairie Friendship Centre's Rainbow Resiliency group, Facebook groups such as Queer Connections.
Share resources	Direct youth to age-appropriate communities, either online or in person, know which organizations to ask.	Check local agencies, ask youth which groups and platforms offer safe spaces, there is space for youth-led information organizing.
Attend youth and Pride events	Volunteer for youth groups, Pride events, or other social gatherings to support youth.	Follow local agencies on social media looking for volunteer callouts.
Model inclusive language	Use and encourage others to use inclusive and affirming language in everyday conversations.	Use pronouns.org to learn more ways to be inclusive and affirming.
Learn about local community groups	Actively seek out knowledge about groups.	Follow social media, read local community boards, stay actively engaged.

Organizational Actions

Action	Example	Tools and Tips
Host low-cost events	Movie nights, game nights, art workshops, peer support circles, etc.	Partner with other organizations, such as Kickstand Grande Prairie, Northreach Society, Grande Prairie Friendship Centre, to cost-share.
Create peer mentorship programs	Pair newer 2SLGBTQ+ community members with experienced mentors.	Partner with organizations to gauge capacity and interest. *Youth state seeing older people with community gives them hope for their future.*
Promote existing groups	Share info about local groups, such as Northreach's youth group, GP Friendship Centre Rainbow Resiliency, KickstandGP, etc.	Use social media, posters onsite, and word-of-mouth. Reach out to organizations regularly to stay up to date.

Rotate event locations (if possible)	Host your groups at different community locations allowing youth to learn resources but also build and support community.	Collaborate with known affirming organizations, businesses, and spaces.
Promote existing binder resource	Share info about GALAP's Binder Buddies program where youth can access information on proper binder fitting, try on sizes, and take home a binder on a donate-what-you-can basis.	galapdirector@gmail.com or www.facebook.com/profile.php?id=61566028631290
Provide transportation support if possible	Offer bus passes, cab vouchers, or carpooling if allowable and/or reasonable.	Reach out to local transportation to partner for cost reduction if possible. Coordinate volunteer drivers if reasonably safe to do so *(age and group dependent, 18+ groups)*.
Develop local online spaces	Create moderated Discord servers or Facebook groups for youth.	Ensure strong moderation and safety protocols. Partner with organizations already doing the work to build up those spaces.

Systemic Actions

Action	Example	Stakeholders
Fund youth-led initiatives	Advocate for grants or sponsorships for peer support programs.	Chamber of Commerce, local businesses, Municipal, Provincial, and Federal funding.
Amplify youth voices	Platform youth to share their stories and needs (e.g., panels, social media).	Local media, City Hall, school divisions.
Advocate for accessible spaces	Push for free/low-cost venues for youth groups. Push for venues to include accessibility (e.g. ramps, accessible doors, elevators).	City of Grande Prairie, community centers, local organizations and businesses.
Create a 2SLGBTQ+ youth council or advisory	Establish a 2SLGBTQ+ youth advisory group for community decisions.	Partner with Pride Society, GALAP, Northreach Society, BIPAN, GP Friendship Centre, and City of Grande Prairie.
Support online safety	Advocate for digital literacy programs for safe online community-building.	Schools, library, service providers.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
2SLGBTQ+ youth infighting or fights within groups.	Offer conflict resolution workshops for peer groups, create alternative safe spaces and groups.
Low attendance at events.	Rotate locations, offer transportation help, and ensure events are low-cost or free to remove barriers. Advertise in multiple ways (e.g. online, in-person, word-of-mouth).
Online safety concerns.	Provide digital literacy and boundaries training for youth and moderation for online spaces by knowledgeable adults and peers.

Local Spotlight: Kickstand Grande Prairie

Kickstand Grande Prairie

- **What they offer:** Drop-in space (11-25), peer support, mental health support, Indigenous wellness, primary health care, and an affirming environment for youth. A hub for connection and community-building.
- **How to use it:** Partner for events, refer youth, or collaborate on peer support initiatives.

Contact: mykickstand.ca/communities/grandeprairie/

kickstand Grande Prairie

Operated by: Sunrise House giving Youth hope

Theme 3: Community Nonacceptance

Goal: Address systemic barriers, challenge harmful narratives, and create a culture of inclusion for 2SLGBTQ+ youth in Grande Prairie.

Reflection Questions

Individual

- How do you challenge nonacceptance in your daily interactions?
- What's one way you can educate yourself on the root causes of nonacceptance in Grande Prairie?

Organizational

- How does your organization address systemic barriers to acceptance (e.g., policies, training, advocacy)?
- What partnerships could help combat isolation and amplify your impact?

Systemic

- How can Grande Prairie address the root causes of nonacceptance (e.g., political climate, cultural narratives)?
- What would it look like for community leaders to publicly reject harmful rhetoric and policies?

Youth Voice

- Youth describe how Northern, politically conservative, and oilfield-influenced culture deeply shapes their experiences of exclusion and marginalization (Community Nonacceptance, p. 27).
- Youth explain that hatred, phobias, stigma, and fear are interconnected and create a cycle of exclusion, reinforced by conservative political environments (Community Nonacceptance, p. 27).
- Youth emphasize that lack of compassion, empathy, and "othering" pushes them to the margins, compounded by unsafe spaces and limited resources (Community Nonacceptance, p. 27).

Service Provider Voice

- Service providers recommend recognizing and addressing systemic barriers (e.g., political climate, lack of resources, vocal opposition).
- Service providers suggest advocating for safer spaces (e.g., push back against backlash, support GSAs and drag story-times).
- Service providers advise building upon existing networks (e.g., Brighter North Network) with other service providers to combat isolation and share resources.
- Service providers encourage educating staff and community on addressing nonacceptance and supporting 2SLGBTQ+ youth.

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Educate yourself	Learn about the political and cultural context of nonacceptance in Grande Prairie.	Follow local 2SLGBTQ+ groups (e.g., Grande Prairie Pride Society, GALAP, BIPAN, Northreach Society). Read resources from https://egale.ca/resources/. Check https://publications.gc.ca/site/eng/search/search.html for recent articles such as(*use 2SLGBTQ in search bar*): https://www150.statcan.gc.ca/n1/pub/82-003-x/2024011/article/00002-eng.htm.
Call out discrimination	Address harmful language, assumptions, or behaviors in the moment.	Script: *"That language is harmful because it reinforces [explain impact].* https://amnesty.org.nz/how-to-respond-transphobia/ and https://adm.viu.ca/positive-space/homophobic-comments-slurs-jokes are starting points. Learn where harmful language has been normalized: https://www.disinformationindex.org/research/2025-09-15-hate-speech-bigotry-canada-august2025/.
Support youth in unsafe spaces	Stand with youth facing harassment or exclusion.	Offer to be a witness, document incidents if safe, and connect youth to resources.
Share affirming messages	Post supportive content on social media or in conversations.	Use resources from https://www.thetrevorproject.org/advocacy/ https://egale.ca/action/ or https://www.skippingstone.ca/resources-full#inclusive to start.

Organizational Actions

Action	Example	Tools & Tips
Update Resource Directory	Partner with Grande Prairie Pride Society to add youth-verified safe spaces.	Use youth feedback to verify safe organizations. https://www.grandeprairiepridesociety.com/resources/submit-a-resource/
Encourage Business Participation in local Safe Spaces.	Invite businesses to sign inclusivity pledges and display decals.	Publicly recognize participants to encourage wider involvement. An organization would need to champion this project/partnership opportunity with Grande Prairie Pride Society/Updated "Friends of Pride" to include education.
Promote Resource Directory	Share the updated list through youth networks, social media, and community events.	Train staff at youth organizations to refer youth to safe businesses for support and services.

Systemic Actions

Action	Example	Stakeholders
Advocate for policy change	Push for provincial/federal policies that protect 2SLGBTQ+ youth.	City Council, MLAs, MPs.
Address political climate	Counter conservative narratives with education and advocacy.	Partner with local groups (e.g. Northreach Society, BIPAN, Grande Prairie Friendship Centre, Pride Society, etc.). Partner with provincial groups (e.g. Stepping Stones).
Fund safe space initiatives	Advocate for grants to create and maintain safe spaces.	Municipal/Provincial/Federal funding.
Push for inclusive school policies	Advocate for SOGIE-inclusive policies in schools to counter harmful legislation (e.g., Bill 27, Bill 29).	Local School Boards, Alberta Education.
Advocate for inclusive sports	Push for policies that protect 2SLGBTQ+ youth in organized sports.	Local sports organizations, Alberta Sports Connection.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
Political backlash against inclusive programs	Build coalitions with other organizations to show broad community support.
Lack of resources for advocacy	Seek grants and partnerships to fund systemic change work, education opportunities, and youth-led advocacy projects (e.g. photovoice, art exhibits, petitions).
Service provider isolation	Join the Brighter North Network, hosted by Grande Prairie Pride Society, to connect with other service providers quarterly and discuss community strengths, challenges, and strategies.

Local Spotlight: Grande Prairie Pride Society

Grande Prairie Pride Society

- **What they offer:** Pride Events (including education sessions, movie screenings, Family Carnival, Party in White, Rainbow Bright Teen Dance), a resource guide of safe organizations and Friends of Pride businesses in Grande Prairie.
- **How to use it:** Partner for events, refer youth, or collaborate on Pride campaigns.

Contact: grandeprairiepridesociety.com



Theme 4: Safety Concerns

Goal: Address hypervigilance, assaults, and unsafe spaces to create a safer Grande Prairie for 2SLGBTQ+ youth.

Reflection Questions

Individual

- How do you challenge unsafe behavior in your daily interactions?
- What's one way you can support a youth facing harassment or exclusion?

Organizational

- How does your organization address safety concerns (e.g., reporting mechanisms, safe space policies)?
- What partnerships could help create safer environments for youth?

Systemic

- How can Grande Prairie address systemic barriers to safety (e.g., legislation, community education)?
- What would it look like for community leaders to publicly advocate for 2SLGBTQ+ youth safety?

Youth Voice

- Youth describe living in hypervigilance, constantly assessing the safety of people, places, and situations (Safety Concerns, p. 37).
- Youth explain that assaults (microaggressions to physical violence) create cycles of normalization and emotional labor (Safety Concerns, p. 37).
- Youth emphasize that unsafe spaces (e.g., social media groups, specific locations) compound feelings of isolation and vulnerability (Safety Concerns, p. 37).

Service Provider Voice

- Service providers (April Meeting) note that current political climate and legislation (e.g., Bill 27, Bill 29) heighten fears among 2SLGBTQ+ youth about their safety and acceptance.
- Service providers observe that youth feel unheard and displaced due to a lack of feeling accepted in schools.
- Service providers highlight the need for safer spaces and barriers created by legislative changes.
- Service providers stress the importance of addressing safety concerns in schools, where many youth find their only safe space.

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Call out harmful behavior	Address microaggressions, slurs, or harassment in the moment.	Script: *"That language is harmful because it reinforces [explain impact].* https://amnesty.org.nz/how-to-respond-transphobia/ and https://adm.viu.ca/positive-space/homophobic-comments-slurs-jokes are starting points.
Support youth in unsafe spaces	Stand with youth facing harassment or exclusion.	Offer to be a witness, document incidents if safe, and connect youth to resources.
Share safety resources	Direct youth to affirming spaces, reporting mechanisms, and supports.	Use https://www.grandeprairiepridesociety.com/resources/ to start.
Educate yourself on local safety issues	Learn about unsafe spaces and legislative barriers in Grande Prairie.	Follow local groups who work within 2SLGBTQ+ spaces (e.g., Grande Prairie Pride Society, GALAP, Northreach Society, BIPAN, Grande Prairie Friendship Centre).

Organizational Actions

Action	Example	Tools & Tips
Advocate for inclusive policies	Push for SOGIE-inclusive policies in workplaces and public spaces.	Use toolkits from: https://prideatwork.ca/programs/resources/ Use resources from: https://policywise.com/empowering-providers-serving-gender-diverse-youth/
Create a Community Safety Network	Establish confidential reporting for incidents.	Partner with local orgs (e.g., Northreach, Kickstand GP, Western Alberta Regional Victim Serving Society, Grande Prairie Police Services) to create a plan for reporting.
Increase Safe Space Visibility	Display subtle, recognizable symbols (QR codes to policies or resources, inclusive signage, PRIDE symbols).	Use Pride Society's Safe Spaces directory.
Train Staff on Safety Protocols	Workshops on de-escalation, trauma-informed care, and allyship.	Use online resources: https://egale.ca/elearning/ https://thesafezoneproject.com/ https://prideatwork.ca/elearning/ https://www.centreforsexuality.ca/training-centre/ https://ctrinstitute.com/de-escalating/

Systemic Actions

Action	Example	Stakeholders
Advocate for policy change	Push for provincial/federal policies that protect 2SLGBTQ+ youth.	City Council, MLAs, MPs, School Boards.
Address legislative barriers	Counter harmful laws (e.g., Bill 27, Bill 29) with education and advocacy.	Partner with advocacy groups, Alberta Education.
Fund safe space initiatives	Advocate for grants to create and maintain safe spaces.	Municipal/Provincial/Federal funding.
Advocate for inclusive sports	Push for policies protecting 2SLGBTQ+ youth in organized sports.	Local sports organizations, Alberta Sports Connection.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
Underutilized reporting mechanisms	Partner with Western Alberta Regional Victim Serving Society and Grande Prairie Police Services to promote and enhance safer reporting options for 2SLGBTQ+ youth.
Youth normalization of hostility	Provide trauma-informed validation and support within youth spaces.
Online safety concerns	Support existing digital literacy programs and advocate for expanded 2SLGBTQ+-specific online safety education.

Local Spotlight: Grande Prairie Public Library

Grande Prairie Public Library

- **What they offer:** A safe, inclusive space with free access to resources, books, and programs. A welcoming environment for 2SLGBTQ+ youth to explore, learn, and connect.
- **How to use it:** Partner for events, refer youth to resources/programs, or collaborate on literacy and educational initiatives.

Contact: gppl.ca

GRANDE PRAIRIE PUBLIC LIBRARY

Theme 5: Education and Awareness

Goal: Increase access to accurate, affirming 2SLGBTQ+ education and address misinformation in Grande Prairie.

Reflection Questions

Individual

- How do you address misinformation about 2SLGBTQ+ identities in your daily interactions?
- What's one way you can share accurate resources with someone in your network?

Organizational

- How does your organization provide or promote 2SLGBTQ+ education (e.g., workshops, resource guides)?
- What barriers (e.g., funding, resistance) prevent your organization from offering inclusive education?

Systemic

- How can Grande Prairie address gaps in 2SLGBTQ+ education (e.g., school curricula, public awareness campaigns)?
- What would it look like for leaders to publicly endorse inclusive education for all youth?

Youth Voice

- Youth describe how misinformation is the root of many challenges, with people in their lives relying on unverified sources (e.g., YouTube) that frame 2SLGBTQ+ identities as "bad" or an "ideology" (Education and Awareness, p. 44).
- Youth emphasize the need for 2SLGBTQ+-specific education earlier in life to prevent low self-esteem, self-doubt, and internalized shame (Education and Awareness, p. 44).
- Youth call for broader public and family education to foster understanding and support from key figures in their lives (Education and Awareness, p. 44).

Service Provider Voice

- Service providers note that fear of being labeled bigoted prevents parents/grandparents from asking questions about gender or sexuality, undermining communication.
- Service providers stress the need for comprehensive education (e.g., inclusive curricula, GSAs, staff training) to address gaps in knowledge and reduce misinformation.
- Service providers observe youth feeling unheard and displaced in schools due to lack of acceptance, tied to legislative changes (e.g., Bill 27, Bill 29).
- Service providers highlight the importance of trauma-informed and decolonizing approaches in education, including pronoun visibility and inclusive sex education.

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Educate yourself	Learn about 2SLGBTQ+ identities, history, and local issues.	https://egale.ca/resources/, https://www.thetrevorproject.org/advocacy/
Challenge misinformation	Correct myths in conversations with facts. Use Egale's Ready to Respond guide (MDM Guide).	https://rainbowresourcecentre.org/elearning https://egale.ca/awareness/mdm-guide/
Share affirming resources	Direct youth to accurate, inclusive information.	https://www.grandeprairiepridesociety.com/resources/
Model inclusive language	Use and encourage proper terminology.	https://pronouns.org/
Correct pronoun mistakes	Gently address errors in the moment.	Script: *"Just a heads-up, their pronouns are [X]; thanks for respecting that!".*
Share local education events	Post or forward info about workshops, panels, or webinars.	Follow local orgs (e.g., Pride Society, Northreach or BIPAN) for updates.

Organizational Actions

Action	Example	Tools & Tips
Host education workshops	Offer sessions on 2SLGBTQ+ topics for staff/community.	Partner with Northreach Society, BIPAN, or Grande Prairie Pride Society.
Create education for parents and families	Group or individual based education on how to support 2SLGBTQ+ youth for parents, caregivers, or extended family.	Build into existing education and create space for this education. Partner with local PFLAG.
Create resource guides	Develop guides on identities, supports, and local services.	Use Pride Society Resources https://www.grandeprairiepridesociety.com/resources/ for info but develop your own agency-specific guides based on need.
Promote existing programs	Share info about local 2SLGBTQ+ education initiatives.	Use social media, posters, and word-of-mouth. Support local orgs doing the work.
Train staff on inclusive practices	Workshops on pronouns, gender identities, and affirming language.	Northreach Society offers free Gender and Sexual Diversity Inclusion Training and Inclusive STBBI Education. BIPAN offers art-based education. Northern Indigenous Health

		Alliance through Grande Prairie Friendship Centre offers inclusive and culturally safe sexual health training.
Develop inclusive curriculum	Integrate 2SLGBTQ+ topics into existing programs.	Use https://egale.ca/awareness/still-in-every-class/ for guidance.
Partner with schools	Collaborate on GSAs or inclusive policy development.	Contact Grande Prairie Public, Grande Prairie Catholic, and Peace Wapiti Public School Divisions.

Systemic Actions

Action	Example	Stakeholders
Advocate for inclusive school curricula	Push for 2SLGBTQ+-inclusive education in schools.	Grande Prairie Public, Grande Prairie Catholic, and Peace Wapiti Public School Divisions.
Fund education initiatives	Advocate for grants to support 2SLGBTQ+ education programs.	Municipal/Provincial/Federal funding.
Partner with schools	Collaborate with school divisions to implement inclusive policies.	School Boards, local nonprofits.
Address legislative barriers	Counter laws limiting 2SLGBTQ+ education (e.g., Bill 27, Bill 29).	Partner with advocacy groups (e.g., https://egale.ca), Alberta Education.
Advocate for policy change	Push for provincial/federal policies mandating inclusive education.	City Council, MLAs, MPs.
Educate City Hall	Meet with officials to demand public support for 2SLGBTQ+ education.	Create a template letter for advocacy. City Council.
Create petitions	Quantify community support for inclusive curricula.	Share via social media and local networks. Tag City Council, MLAs, MPs.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
Resistance to inclusive curricula	Provide educators with resources and training to navigate pushback.
Lack of 2SLGBTQ+-specific resources	Advocate for funding to develop localized, affirming materials.
Misinformation in the community	Launch public awareness campaigns with accurate, accessible information.

Local Spotlight: BIPAN Magazine

BIPAN Magazine

- **What they offer:** Art-based workshops on identity, storytelling, solidarity, and Two-Spirit teachings; operates on a sliding scale/volunteer/honorarium basis. Customized workshops based on organizational needs.
- **How to use it:** Partner for workshops, refer youth to their programs, or collaborate on education campaigns.

Contact: bipanmag.ca



Theme 6: Visibility and Representation

Goal: Increase intentional visibility of 2SLGBTQ+ people, allies, and resources to foster belonging and safety in Grande Prairie.

Reflection Questions

Individual

- How do you contribute to intentional visibility of 2SLGBTQ+ people and allies in your daily life?
- How can you challenge performative allyship in your community?

Organizational

- How does your organization intentionally increase visibility of 2SLGBTQ+ supports and resources?
- What barriers prevent your organization from being more visible in its support?

Systemic

- How can Grande Prairie increase intentional visibility of 2SLGBTQ+ people and resources community-wide?
- What would it look like for leaders to model consistent, visible support for 2SLGBTQ+ youth?

Youth Voice

- Youth emphasize the need for explicit and intentional visibility and representation of 2SLGBTQ+ people, allies, and resources (Visibility and Representation, p. 53).
- Youth share that many 2SLGBTQ+ friendly spaces have age limits ending between 17–24, leaving those 25+ with fewer options for free, safe spaces (Visibility and Representation, p. 53).
- Youth highlight that additional spaces and advocating for better inclusion needs to come from community leaders (Visibility and Representation, p. 53).
- Youth emphasize that visibility needs to be intentional and explicit, not performative (Visibility and Representation, p. 61).
- Youth describe how performative allyship leaves them feeling unsupported when allies don't defend them in tough scenarios (Visibility and Representation, p. 53).

Service Provider Voice

- Service providers emphasize the critical need for increased visibility of resources and programs tailored to 2SLGBTQ+ youth (Visibility and Representation, p. 53).
- Service providers note youth remain unaware of the services available to them, particularly in schools (Visibility and Representation, p. 53).
- Service providers (September meeting) suggest using youth-friendly platforms (e.g., TikTok, Snapchat) to communicate resources and events.

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Share local 2SLGBTQ+ stories	Amplify youth voices, art, and achievements.	Partner with local media or social media to support youth, share positive social media stories.
Display ally symbols	Wear pronoun pins, add pronouns to email signatures, or display pride flags.	https://pronouns.org/
Share 2SLGBTQ+ resources	Direct youth to affirming spaces, events, and supports.	https://www.grandeprairiepridesociety.com/resources/
Attend and promote events	Show up for Pride events, drag story-times, and youth gatherings.	Follow local orgs (e.g., Pride Society, Northreach) for updates.
Challenge performative allyship	Call out surface-level support (e.g., Pride flags without action).	Script: *"How are you supporting 2SLGBTQ+ youth beyond symbols?"*.
Correct misrepresentations	Address stereotypes or erasure in conversations.	Use facts from https://egale.ca/resources/.
Advocate for age-inclusive spaces *(Organizational as well)*	Push for programs that serve youth 25–29, not just 13–24.	Partner with local orgs to fill gaps. Support natural connections, such as Facebook Queer Connections, for older youth.

Organizational Actions

Action	Example	Tools & Tips
Create visible resource directories	Publicly list safe spaces, affirming businesses, and supports.	Partner with organizations to create this; add to Grande Prairie Pride Society's resource list (*specific criteria involved*). https://www.grandeprairiepridesociety.com/resources/submit-a-resource/.
Use youth-friendly platforms	Share resources, events, and spotlights on TikTok and Snapchat, not just Facebook/Instagram.	Ask youth which platforms they use; follow youth-led organizational accounts to learn the tone and format.
Host visibility campaigns	Launch initiatives like "Visible Ally Week" or "Pride in the Workplace."	Use social media, posters, and local partnerships.

Promote 2SLGBTQ+ role models including local youth champions	Highlight local 2SLGBTQ+ leaders, artists, or mentors. Identify community members with social media reach and invite them to share spotlights and resources **if safe**.	Collaborate with Pride Society, Northreach, BIPAN, or youth groups. Youth champions can spread the word faster than organizational pages—build these relationships intentionally.
Train staff on visibility	Workshops on how to create and maintain visible support.	Northreach Society offers free training.
Develop inclusive signage	Use QR codes, safe space decals, or inclusive messaging.	Use existing signage or create your own, personalized to your organization. https://healthsci.mcmaster.ca/7-ways-to-help-promote-positive-spaces-for-2slgbtq-communities/
Bring 2SLGBTQ+ conversations outside of 2SLGBTQ+ spaces	Normalize 2SLGBTQ+ topics in everyday settings—workplaces, classrooms, community groups—not only at Pride events.	Use relatable comparisons to normalize experiences (e.g., a name and pronoun change is like changing a surname after marriage).
Partner with affirming businesses	Collaborate with Friends of Pride or local allies.	Check which businesses or organizations are Friends of Pride or consider becoming one. https://www.grandeprairiepridesociety.com/friends-of-pride/
Establish visible safety at events	Openly communicate how safety is ensured at queer and ally events (e.g., presence of police services, safety plans).	Partner with Grande Prairie Police Services; involve youth in planning so measures feel protective, not policing.

Systemic Actions

Action	Example	Stakeholders
Advocate for public visibility	Push for 2SLGBTQ+ representation in city marketing, art, and media.	City of Grande Prairie, local artists, media outlets.
Fund visibility initiatives	Advocate for grants to support public education and representation.	Municipal/Provincial/Federal funding.
Support inclusive policies	Push for policies requiring visibility of 2SLGBTQ+ supports.	City Council, School Boards.
Hold leaders accountable	Demand visible, ongoing support from community leaders.	City Council, School Divisions, local businesses, local organizations.
Create a Pride Centre	Establish a dedicated 2SLGBTQ+ space for resources and connection.	Partner with Pride Society, Northreach, and local orgs, seek funding/grants for collaboration.
Address performative allyship	Publicly challenge organizations that support 2SLGBTQ+ only for visibility.	Advocacy groups, local media.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

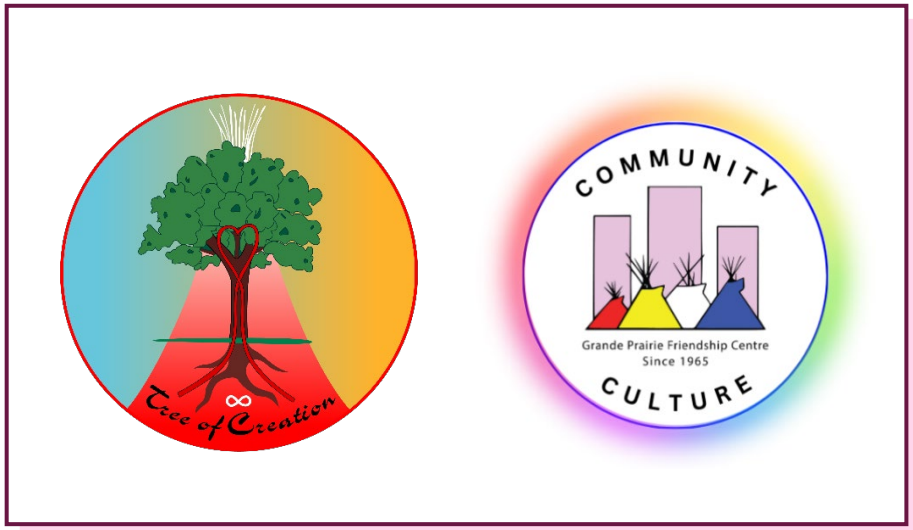
Challenge	Solution
Performative allyship (e.g., businesses supporting Pride only for visibility).	Create criteria for meaningful allyship (e.g., year-round advocacy, staff training).
Lack of visibility for older youth (25–29).	Advocate for age-inclusive programs and spaces.
Limited awareness of existing resources.	Use QR codes and central directories to improve accessibility.

Local Spotlight: Grande Prairie Friendship Centre

Rainbow Resiliency

- **What they offer:** Rainbow Resiliency group (through Northern Indigenous Health Alliance, NIHA), cultural programming, and inclusive spaces for 2SLGBTQ+ adults. A hub for connection, support, and visibility. STBBI testing, education, and engagement.
- **How to use it:** Partner for events, refer youth, or collaborate on visibility campaigns.

Contact: https://www.gpfriendshipcentre.org/ihs



Theme 7: Mental Health, Disability, and Wellbeing

Goal: Improve access to affirming, intersectional mental health supports and address systemic barriers to wellbeing for 2SLGBTQ+ youth in Grande Prairie, with special attention to disability, neurodivergence, and chronic health conditions.

Reflection Questions

Individual

- How do you support the mental health and wellbeing of 2SLGBTQ+ youth?
- What's one way you can address barriers to accessing supports for youth with intersectional identities?

Organizational

- How does your organization address mental health, disability, and wellbeing for 2SLGBTQ+ youth?
- How can you ensure your services are intersectional (e.g., disability, race, 2SLGBTQ+) and accessible (e.g., physical, financial)?

Systemic

- How can Grande Prairie improve access to affirming, intersectional mental health supports?
- How can policy changes address economic barriers (e.g., transportation, cost) to accessing care?

Youth Voice

- Youth describe barriers to accessing mental health supports, including lack of services and cost (Mental Health, Disability, and Wellbeing, p. 62).
- Youth emphasize additional layers of difficulty due to intersection with identity, particularly for neurodivergent or disabled youth (Mental Health, Disability, and Wellbeing, p. 62).
- Youth highlight resiliency and hope as key to their wellbeing (Mental Health, Disability, and Wellbeing, p. 62).

Service Provider Voice

- Service providers note youth who cannot be open about their identities, impacting mental health (Mental Health, Disability, and Wellbeing, p. 62).
- Service providers emphasize the need for safe spaces, cost/accessibility, and education (Mental Health, Disability, and Wellbeing, p. 62).
- Service providers face challenges in referring youth due to limited resources and funding constraints (Mental Health, Disability, and Wellbeing, p. 62).
- Service providers (September meeting) highlight the need for system navigation support, liaisons to help youth navigate applications, diagnoses, and government websites.

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Use affirming language	Respect names, pronouns, and identities, including disability and neurodivergent identities.	https://pronouns.org/, https://www.autismcanada.org/_files/ugd/890d7b_5b22c35327fd4d0e8314b17714ba3608.pdf
Share mental health resources	Direct youth to affirming counselors, crisis lines, and disability-specific supports.	https://www.grandeprairiepridesociety.com/resources/, https://cmha.ca/find-info/mental-health/general-info/ https://recoverycollegegrandeprairie.ca/ https://policywise.com/wp-content/uploads/2024/12/Supporting-Mental-Health-While-Transitioning-1.pdf https://www.sp-rc.ca/wp-content/uploads/2021/12/Safety_Plan_youth.pdf https://www.sp-rc.ca/find-help-and-resources/ (list of local, provincial, and national resources)
Validate youth experiences	Acknowledge the impact of systemic barriers (e.g., ableism, transphobia) on mental health.	Use trauma-informed approaches. https://prevnet.ca/wp-content/uploads/2024/02/Trauma-Informed-Care-2SLGBTQ-Youth.pdf
Educate yourself on intersectionality	Learn about overlapping identities (e.g., disability, race, 2SLGBTQ+).	https://egale.ca/resources/, https://acds.ca/resources/index.html https://campusmentalhealth.ca/wp-content/uploads/2026/05/CICMH-2SLGBTQToolkitupdated.pdf
Check in regularly	Ask youth how they are doing and what supports they need, including accessibility accommodations.	Use open-ended questions.
Model self-care and boundaries	Share coping strategies and respect youth's limits.	Normalize discussions about mental health and disability. Reframe supports as wellness tools.
Advocate for accessibility	Speak up when spaces or programs exclude disabled or neurodivergent youth.	Use guidelines from https://accessible.canada.ca/
Help youth navigate systems	Offer to walk alongside youth through applications, diagnoses, and government websites.	Simplified access reduces overwhelm; navigation support is itself a mental health intervention.
Share a therapy checklist	Guide youth on choosing a therapist, raising issues in therapy, and **repairing** the therapeutic relationship.	It is okay to switch providers. Youth may want to repair with a provider they trust who has used incorrect pronouns.

Organizational Actions

Action	Example	Tools & Tips
Provide free/low-cost services	Offer sliding-scale supports and peer groups for marginalized 2SLGBTQ+ youth, screening for basic needs (housing, food, transportation) first.	Partner with local nonprofits and funders; know your referrals for housing, food, and transportation (many are listed in this toolkit).
Train staff on intersectionality	Workshops on supporting 2SLGBTQ+ youth with disabilities, neurodivergence, and chronic conditions.	Northreach Society offers training; https://egale.ca/elearning/ https://libguides.humber.ca/2SLGBTQ/Intersectionality https://www.sciencedirect.com/science/article/pii/S0001691825000964 https://pmc.ncbi.nlm.nih.gov/articles/PMC8459889/
Create peer support groups	Facilitate spaces for youth to share experiences, especially those with disabilities or chronic illnesses.	Partner with Kickstand GP, Northreach, GP Friendship Centre, Centre for Newcomers, BIPAN, or local disability orgs.
Develop or build upon local resource guides	List affirming therapists, crisis lines, and disability-specific supports. Keep web pages clear and uncrowded; resource flooding takes energy youth may not have.	https://www.grandeprairiepridesociety.com/resources/ *(remember, you can submit a service you know to be safe and affirming for review)*

Systemic Actions

Action	Example	Stakeholders
Advocate for funded mental health services	Push for public funding of 2SLGBTQ+-affirming, disability-inclusive supports.	City Council, MLAs, MPs, Alberta Health Services.
Address economic barriers	Advocate for affordable housing, transportation, and healthcare, especially for disabled youth.	Municipal/Provincial/Federal funding. Create awareness campaign of the impacts of inaccessibility/low income/need for transportation.
Strengthen provider training	Mandate 2SLGBTQ+ and disability-specific competency training for healthcare and mental health providers.	School Boards, healthcare systems, Alberta College of Social Workers, College of Alberta Psychologists.
Fund peer-led initiatives	Support inclusive youth-led mental health programs.	Municipal/Provincial/Federal grants.
Advocate for policy change	Push for policies requiring intersectional, disability-inclusive mental health supports.	City Council, School Boards, healthcare systems.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
Economic barriers to accessing supports.	Partner with organizations to offer sliding-scale, free, or mobile services.
Limited intersectional competency among providers.	Mandate training on 2SLGBTQ+ and disability-specific needs.
Physical inaccessibility of 2SLGBTQ+ spaces.	Advocate for accessible venues and fund renovations.

Provincial Spotlight: Centre for Sexuality

Centre for Sexuality Calgary

- **What they offer:** Counselling and brief therapy for issues related to relationships, sexuality, gender and sexual diversity and sexual health on a sliding scale, with $0 options, open to all Albertans (phone or videocall).
- **How to use it:** Complete their intake form on their website.

Contact: https://www.centreforsexuality.ca/programs-services/our-counselling-services/

Centre for Sexuality

Theme 8: Socialization *(Family, Religion, Culture)*

Goal: Address the impacts of family, cultural, and religious socialization on 2SLGBTQ+ youth to foster acceptance and belonging in Grande Prairie.

Reflection Questions

Individual

- How do you support 2SLGBTQ+ youth navigating family, cultural, or religious challenges?
- What's one way you can affirm a youth's identity in the context of their socialization?

Organizational

- How does your organization address the impacts of socialization on 2SLGBTQ+ youth?
- What cultural or religious competencies does your organization need to develop?

Systemic

- How can Grande Prairie foster acceptance within families, cultures, and religions?
- What would it look like for cultural and religious leaders to publicly affirm 2SLGBTQ+ youth?

Youth Voice

- Youth describe how family, religion, and culture can be both protective factors and sources of hardship (Socialization, p. 73).
- Youth explain that religious impacts often involve leaving communities to freely express identities (Socialization, p. 73).
- Youth describe the profound struggle of losing a community they had long relied on (Socialization, p. 73).

Service Provider Voice

- Service providers underscore that family dynamics are a pivotal factor in the well-being of 2SLGBTQ+ youth (Socialization, p. 73).
- Service providers recognize that strengthening family support systems and ensuring accessible, affirming resources are critical (Socialization, p. 73).
- Service providers note the need for culturally competent programs that respect and incorporate cultural/religious identities (Socialization, p. 73).
- Service providers emphasize the importance of safe spaces being knowledgeable in both 2SLGBTQ+ issues and cultural competence (Socialization, p. 73).

Actionable Steps by Level

Individual Actions

Action	Example	Tools & Tips
Validate youth identities	Affirm a youth's gender or sexual identity, even if their family does not (*when safe to do so*).	Use: *"Your identity is valid, and you deserve support."* Pair with resources on self-esteem, self-acceptance, and personal growth. https://pridespace.org/wp-content/uploads/2025/07/Pride-Space-LGBTQ-Self-Care-Worksheet.pdf
Share affirming resources	Direct youth to culturally competent supports and communities. Consider family supports such as Sunrise House's Family and Natural Supports program.	https://www.grandeprairiepridesociety.com/resources/, https://www.sunrisehouse.ca/programs/family-and-natural-supports/ https://www.familyeducationsociety.org/
Educate yourself on cultural contexts	Learn about how different cultures, religions, and families view 2SLGBTQ+ identities.	https://egale.ca/resources/ https://affirmingconnections.com/resources/ https://rainbowfaithandfreedom.org/books-articles https://www.hrc.org/resources/religion-faith
Challenge harmful narratives	Address misinformation about 2SLGBTQ+ identities in cultural/religious contexts. Use calm and assertive language over aggressive tones.	Use facts from https://pflagcanada.ca/ https://egale.ca/resources/
Connect youth to affirming communities and individuals	Help youth find spaces where their full identity is celebrated. Help connect youth with affirming religious or cultural leaders or individual success stories from within community.	Partner with local cultural orgs or faith groups. St. Paul's United Church is affirming, attends Pride, and advocates for inclusion. Seek out affirming religious/cultural leaders. https://www.facebook.com/watch/?v=946979157218090&ref=sharing

Organizational Actions

Action	Example	Tools & Tips
Offer family education	Host workshops for parents/guardians on affirming 2SLGBTQ+ youth. Include an FAQ of talking points for families, workplaces, and faith communities.	Partner with Northreach Society, BIPAN, GALAP, GP Friendship Centre/NIHA, or Pride Society.

Develop culturally competent programs	Ensure services respect and incorporate cultural/religious identities. Compile success stories of affirming families and faith communities; *assess each community's degree of resistance to tailor the approach*.	Consult with local Indigenous elders, faith leaders, or cultural orgs.
Create peer support for rejected youth	Facilitate groups for youth navigating family/cultural rejection.	Partner with Kickstand GP/Sunrise House Family and Natural Supports or Northreach.
Train staff on socialization impacts	Workshops on how family, culture, and religion shape 2SLGBTQ+ experiences. Offer on a recurring (annual) basis, not one-time.	https://egale.ca/elearning/, Northreach, BIPAN, Grande Prairie Friendship Centre for places to start.
Partner with cultural/religious orgs	Collaborate with affirming faith communities or cultural centers.	Reach out to local leaders.

Systemic Actions

Action	Example	Stakeholders
Advocate for family acceptance	Push for public campaigns and policies supporting 2SLGBTQ+ youth in families.	City Council, Local School Boards, local media. Create Grande Prairie Specific campaigns.
Fund culturally specific programs	Advocate for resources for 2SLGBTQ+ youth from diverse backgrounds.	Municipal/Provincial/Federal funding.
Educate cultural/religious leaders	Partner with faith and cultural communities to promote acceptance. Support informed, safe advocates within those inner communities; **change led from within lasts**.	Local leaders, churches, newcomer organizations, multicultural and cultural organizations.
Address systemic discrimination	Counter policies that enable family/cultural rejection of 2SLGBTQ+ youth.	Advocacy groups, MLAs, MPs.
Support intersectional research	Fund studies on 2SLGBTQ+ youth in Indigenous, immigrant, and faith communities.	Research institutions, funders. More research is needed on the impacts of intersectionality on 2SLGBTQ+ youth in Northern AB.

Note: *Some actions, particularly at the Macro level, may appear across themes. This reflects the interconnected nature of systemic barriers and the need for collective, community-wide solutions.*

Potential Challenges and Solutions

Challenge	Solution
Family rejection of 2SLGBTQ+ youth.	Provide peer support, housing resources, and affirming communities. Use local family resources.
Cultural/religious barriers to acceptance.	Partner with affirming leaders and positive members with lived experience to shift narratives.
Limited culturally competent services.	Advocate for training and funding for intersectional supports.

Local Spotlight: St. Paul's United Church

St. Paul's

- **What they offer:** Affirming faith community, inclusive programming, and support for 2SLGBTQ+ youth and families. A space for spiritual and community connection.
- **How to use it:** Partner for events, refer youth, or collaborate on faith-based acceptance initiatives.

Contact: https://stpaulsuc.ca/

Moving Forward Together

We are deeply grateful to the 2SLGBTQ+ youth of Grande Prairie for sharing their experiences, wisdom, and resilience with us. This toolkit would not exist without your voices, time, and trust.

Thank you to the service providers, community partners, and allies for their collaboration.

Northreach Society acknowledges that our work takes place on Treaty 8 territory, the ancestral and present-day home of many diverse First Nations, Métis, and Inuit peoples. We are grateful to work, live, and learn on the traditional lands of the Nêhiyawak, Dane-zaa, Denesuline, and Métis peoples, and acknowledge the neighbouring Nations of Duncan's First Nation, Horse Lake First Nation, and Sturgeon Lake Cree Nation.

Thank you to our community partners: Theragen, Kickstand Grande Prairie/Sunrise House, Grande Prairie Pride Society, Grande Prairie Friendship Centre, Odyssey House, YMCA, John Howard Society/Tabono, Grande Prairie Family Education Society, Grande Prairie Public Library, Grande Prairie RCMP and Grande Prairie Police Services, Children and Family Services, Resource Centre for Suicide Prevention, staff at Grande Prairie Public School Division, staff at Peace Wapiti Public School Division, staff at Grande Prairie Catholic School Division, St. Paul's United Church, NWP Student Association, Wapiti House, Western Alberta Regional Victim Serving Society Grande Prairie, City of GP, Mountain Plains Community Services Society of the North, and Mental Health Therapists. We also extend gratitude to local businesses for displaying posters and fostering inclusion. Special thanks to Jude Tweed for artwork and design of this toolkit.

This project was funded by Women and Gender Equality Canada.

Your Next Steps

This toolkit is a starting point, not an endpoint. We encourage you to:

- **Start small:** Pick one micro, mezzo, or macro action to implement this month.
- **Share widely:** Distribute this toolkit to colleagues, community members, and decisionmakers.
- **Give feedback:** Let us know how these strategies work for you at info@northreach.ca.
- **Stay connected:** Follow Northreach Society for updates, resources, and opportunities to collaborate.

My Notes

Use this space to write down ideas for implementing actions in your organization, add local resources or contacts specific to your work, reflect on youth feedback or community needs you've observed.

MEASURABLE OUTCOMES TRACKER

ACTION ITEM *(e.g. Train staff on inclusive language)*	**TIMEFRAME** *(e.g. Sept-Nov 2026)*	**WHAT WAS DONE** *(e.g. 5 staff completed Northreach's GSD training)*	**WHAT WAS ACHIEVED** *(e.g. frontline staff now use and ask client pronouns)*

Review this tracker quarterly and consider sharing your outcomes with Northreach Society (info@northreach.ca) to help measure community-wide impact.