

being seen

2SLGBTQIA+
COMMUNITIES

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EXECUTIVE SUMMARY

The ‘Being Seen’ **2SLGBTQIA+ Communities Report** is part of the suite of companion reports that take a deeper look into the communities that participated in the Black Screen Office’s ‘Being Seen’ research. The ‘Being Seen’ **Core Themes Report** is the central report synthesizing common challenges and perspectives across the participating communities and offers **Directives for Creating Authentic and Inclusive Content**. The five companion community reports take a deeper dive into the perspectives, respectively, of the Black, People of Colour and 2SLGBTQIA+ communities, the People with Disabilities community and Children’s media, offering their own specific sets of **Directives for Creating Authentic and Inclusive Content** around that community. Each community report can be read on its own for greater understanding of the stereotypes and challenges faced by each community, but for greater understanding should be read with the **Core Themes Report**.

Authentic representation of the 2SLGBTQIA+ communities would be aided by a good understanding of the demographics of 2SLGBTQIA+ Canadians, however, Statistics Canada has only just started to collect detailed data. It should also be noted that data reporting is limited by the extent to which members of the 2SLGBTQIA+ communities feel comfortable identifying gender and sexual orientation. The 2021 Census collected and reported data on gender and sex at birth to be able to count transgender and nonbinary Canadians for the first time. It is hoped that more detailed and updated data on the 2SLGBTQIA+ communities will be forthcoming.

The challenges of data collection due to the extent that members of the 2SLGBTQIA+ communities do or do not feel comfortable self-identifying is a symptom of how much they feel safe and included in Canadian society. Authentic and respectful media representation can go a long way to increasing that sense of inclusion.

The research found that the list of recurring stereotypes that should be avoided include:

- The gay best friend
- Gay white male as recurring 2SLGBTQIA+ representation
- Inaccurate portrayals
- 2SLGBTQIA+ only seen through the lens of trauma

The report further explores the physical safety and mental health consequences of poor or missing representation and the kinds of stories and characters that participants want to see. It identifies the topics that participants considered off limits to those who are not part of their community including:

- Taking the space of a 2SLGBTQIA+ storyteller
- The complexity of 2SLGBTQIA+ identity within specific ethnic communities
- The process of transitioning gender

Consultations provided the opportunity to take a closer—and possibly first-ever—look at trans representation in Canadian screen media.

Directives were developed from the consultations to provide Creators, Producers, Funders, Broadcasters and Streaming Services with guidance to help them create and assess more authentic and inclusive screen content.

INTRODUCTION

The ‘Being Seen’ research project was initiated in response to the growing demand for a restructuring of the Canadian screen-based media sector to provide equitable access for Canadians of all backgrounds and identities to create content, and to allow all Canadians to see themselves reflected on our screens. In the **2SLGBTQIA+ Communities Report**, the research digs into the responses from consultations and interviews that were unique to those who identify as members of the 2SLGBTQIA+ Communities, namely:

- Stereotypes
- Consequences of poor representation
- What they want to see more of
- Topics that are off limits

RESEARCH BACKGROUND

This guide, together with the **Core Themes Report** and its other companion reports (Black, People of Colour, People with Disabilities and Children’s Media), will help content creators, funders, broadcasters, streaming services, digital platforms and distributors to create authentic and representative film, television and interactive digital media. It is intended that the **2SLGBTQIA+ Communities Report** will be read together with the other reports, but that those with a specific interest in authentic representation of the 2SLGBTQIA+ communities will be able to dive deeper into these issues.

Please note that representation terminology is constantly evolving. 2SLGBTQIA+ stands for Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual and the plus represents other ways that individuals might express their gender and sexuality outside of heteronormativity and the gender binary. At the time of writing this report, 2SLGBTQIA+ is increasingly becoming the standard term in Canada to represent these identities and orientations (though note that some government departments, such as Statistics Canada, use LGBTQ2+), however it was often shortened by participants to LGBTQ or Queer in conversation, without any intention to restrict the community. Two Spirit is a term used by some Indigenous nations in North America to mean ‘Indigenous people who are identified as having diverse genders and sexualities than the cis-heteronormative society and/or transcending their nations’ traditional binary roles. They were visionaries, healers, medicine peoples, historians, keepers of their nation’s cultural traditions and were given leading roles in many spiritual and social ceremonies and who often took leading roles. They are working to restore their rightful roles. They transcend the binary boundaries imposed by European settlers.¹ 2S is placed at the beginning of the acronym to reflect the fact that Two Spirit people were the first gender diverse inhabitants of North America.

The Research Team (see Appendix A of the **Core Themes Report**) conducted focus groups in English and in French that targeted 2SLGBTQIA+ industry professionals and members of the public and those who identified as 2SLGBTQIA+ also participated in focus groups that targeted Black, People of Colour and People with Disabilities communities. The Research Team also conducted one-on-one interviews with select 2SLGBTQIA+

¹ [Two Spirit in Motion Society](#). Definition contained in their Bylaws

For more information on the Research Background of the project, Methodology of the consultations, overall demographics of those consulted and the Research Team, please consult the **Core Themes Report**.

The Word Cloud below illustrates titles of shows that the participants identified as having positive representation or where they could see themselves. Size represents frequency, with *Feel Good*, a UK romantic comedy about Lesbians in Manchester, as the show most referred to as positive representation. Many different television shows, movies and video games were mentioned with most only getting one reference. This may reflect the inherent diversity of the term 2SLGBTQIA+, which covers so many different gender identities and sexual orientations. Many were 2SLGBTQIA+ stories with 2SLGBTQIA+ leads but it should also be noted that some (e.g. *I May Destroy You*, *Glee*, *The Good Doctor*, *Star Trek Discovery*, *Zoo*), were held up as examples of positive 2SLGBTQIA+ representation within larger or more diverse stories. Canadian content was mentioned (*Schitt's Creek*, *Long Story*, *Carmilla*) but most of the films, television shows and games were produced in the UK or US.



“ *Feel Good* was written, directed and starring an actual Queer person. ”

“ *Star Trek Discovery* has been really good with a gay couple who are portrayed as, as normal as any other couple. The first time we see them together they’re brushing their teeth in space pyjamas like a regular couple and we instantly fell in love with them. This past season there was a nonbinary character played by a nonbinary actor and a trans character played by a trans actor and they weren’t trans because they were an alien but because that is how they were born. ”

“ In *Schitt’s Creek* there is none of the typical coming out drama. There’s so much family acceptance. Dan Levy being a gay man himself led to the authenticity of the writing. ”

“ The latest season of *Drag Race* with Gottmik, who is trans. Even though I’m not a drag queen and we don’t have the same identity, seeing a trans man just being themselves, it shows that we come in all different looks, orientations, style, interests and that felt empowering. ”

“ In *Zoo*, two researchers were a Lesbian couple and it wasn’t part of the storyline. It was normalized as a couple doing research. ”

Better Portrayal of the Communities

Data collection of the 2SLGBTQIA+ communities by Statistics Canada is evolving. They started collecting data on Lesbian, Gay and Bisexual residents in 2003. Gender identity and ‘sexual minorities’ other than Lesbian, Gay and Bisexual was counted for the first time in 2018, in a survey on gender-based violence. The 2021 Census asked about gender and sex at birth for the first time, allowing all cisgender, transgender and nonbinary people to identify their gender on the census. Note that Canada is the first country to collect and publish data on gender diversity from a national census.

Of Canadians 15 or older, 0.33% are transgender or nonbinary. A much higher percentage of GenZ (0.79%) are transgender or nonbinary than any other generation including millennials (0.51%) and GenX (0.19%). Statistics

² [Survey on Safety in Public and Private Spaces](#), Statistics Canada, 2018

Canada suggests this is due to a greater understanding and acceptance of gender and sexual diversity leading to both more awareness of identity and more comfort in reporting for younger age groups. Nova Scotia, Yukon and British Columbia have the highest proportion of transgender and nonbinary among the provinces and Victoria, Halifax and Fredericton have the most gender diversity amongst the urban centres in Canada.

On the basis of the data prior to 2021, Statistics Canada has concluded that one million Canadians are LGBTQ2+, or 4% of the population 15 or older in 2018. Youth 15 - 24 are 30% of the LGBTQ2+ population compared to 14% of the non-LGBTQ2+ population. At the other end of the spectrum, 7% of LGBTQ2+ Canadians were aged 65 or older, compared with 21% of non-LGBTQ2+ Canadians. It is unknown to which extent this smaller demographic is due to increased death rate and/or the challenges of self-identification.

Same sex marriage was legalized in Canada in 2005. Between 2006 and 2016 the number of same sex couples increased 60% compared to 9.6% for opposite sex couples. 12% of same-sex couples had children living with them in 2016. Half of all same-sex couples live in Toronto, Montreal, Vancouver and Ottawa-Gatineau.

There is currently no ethnocultural data related to the 2SLGBTQIA+ communities, but that may be forthcoming from future reports on the 2021 Census data.

Stereotypes

“ There are many stereotypes. There’s the gay best friend. He usually has no story line, no love life, no interest. Another is the villain, the twisted, gay character who wants to kill everyone. There’s the slut, the super promiscuous person who wants to sleep with everyone. There’s the characters written for heterosexual actors to have a great performance to typify some gay or Queer or Transgender stereotype. ”

As mentioned in the **Core Themes Report**, people from underrepresented identities are frustrated by simplistic and tokenistic portrayals. They want to see full, rich, complex characters but too often see tokens and stereotypes. There are a handful of recurring stereotypes that appear in all screen media that upset members of the 2SLGBTQIA+ communities:

- **The gay best friend**

“ Being like the token gay friend in a friend group, or especially gay men where they are used to provide comic relief... If there’s three friends in a group, they’re the funny one, that’s also a trope that I’m getting tired of. ”

³ [Filling Gaps in Gender Diversity Data in Canada](#), April 27, 2022

⁴ [A Statistical Portrait of Canada's diverse LGBTQ2+ Communities](#)

- **Lack of intersectionality**

Note that quotes referring to frustration with the lack of intersectionality in the portrayal of 2SLGBTQIA+ identities can also be found in the Black, People of Colour and People with Disabilities reports as this issue came up in almost every focus group.

“ I see the same thing over and over. I don’t see bisexual stories. I don’t get to see nonbinary characters. Movies about [gay] white boys are the ones that make it through, those are the ones that find the money and can put it together. Cinema is still a reflection of who has had the opportunities. ”

“ A lot of the Persian or Iranian or Middle Eastern representation that I see are all terrorists. When you add bisexuality or any sort of Queer identity to that then this person is going to be double demonized because then their sexuality is used to show this character is immoral. ”

“ The content that we have access to in Canada and much of North America is very white, very male. I mentioned *Vida* because I rarely see anything that’s intersectional. ”

- **Inaccurate Portrayals**

“ One of the identities that I see misused in our media a lot is the assumption that Bi people are automatically massively promiscuous. Being Bi doesn’t mean that you are that open sexually and just hop and hop and hop and hop from person to person. You can have monogamous relationships. I would like to see more of that kind of representation so that people understand that Bi is complex and fluid and beautiful and has realness to it. It’s not just sex. ”

“ When I do see trans men they are cis⁵ people and that is not the case for the majority of trans men. I want to see trans men who look and sound like me. ”

- **Being 2SLGBTQIA+ as Trauma**

This refers to both the ‘Bury Your Gays’⁶ trope but also stories that focus on the process of coming out or transition rather than having a character who happens to be 2SLGBTQIA+.

⁵ cis is short for cisgender, which refers to people whose gender identity conforms with the identity assigned at birth.

⁶ [Bury Your Gays: Why ‘The 100’, ‘Walking Dead’ Deaths are Problematic](#), Hollywood Reporter, March 21, 2016.

“ Either they die or the film is all about their sexuality and the difficulty of it. ”

“ I stopped watching gay films and Lesbian films because I noticed how anxious they make me. Most of us have lived through very traumatic experiences, whether it is coming out to ourselves, to friends, to family or whatever and honestly, I don't want to relive that. ”

“ I don't want to bury the trauma or ignore what is happening to people, but I also don't want to have to be a victim. When I was 22, I felt more connected to communicating the trauma and making sure that the experiences were verbalized. Now at middle age, with work and kids I feel further away from that and just want to fit in. ”

Consequences

The **Being Seen** research highlights the industry and the public's demand for authentic representation but what are the consequences to poor or missing representation? Why does it matter so much? In the **Core Themes Report** there was discussion about the importance of accurately reflecting our society but poor representation can have personal and direct consequences for members of the 2SLGBTQIA+ community. Many of the participants made direct connections to the portrayal of their identity on screens and their physical safety and mental health.

“ The gay character will get killed off, often in a very tragic way and often right after they achieve happiness. It makes it so hard, especially as a young person, to watch that and to believe that you can be happy and that you can have a life, that you can live beyond a certain age and that you can find love and joy and acceptance. ”

“ When you see a Queer character and clear love story, you feel yourself represented for the first time ever and then you see that character die unceremoniously. It has an impact on your sense of self, your sense of value in the larger culture. Bad representation leads to negative consequences and impacts communities because you are seeing yourself devalued. It can lead to homophobic incidents, hate crimes, violence and pain. ”

“ I liked *Love, Simon* at first but not the idea of having the skinny white CIS gay man, perfect in every way, everyone loves him, he has no flaws. It's frustrating because it feels almost like that's the only way that queerness is palatable. I'm a skinny, white, fab Queer and I never see my friends and relationships that look like my own because if I'm not perfect, I'm not good enough to be represented. ”

“ With *Queer as Folk* I was happy at the time to see some representation but now I look back and it was all white cis men, muscular, who looked a certain way. It was very inadequate and problematic and gives false expectations not just to people outside the community but also to people inside the community about what they should be and what they should look like and who they should value. ”

“ Ninety percent of the time trans women are portrayed as sex workers. Then for trans men it’s always this sort of hyper masculine transition where there’s very little room for gender expression that isn’t traditionally masculine. There’s very little room for sexual orientation to be anything other than ‘well now that I’m a man I’m attracted to only women’. I think that’s something that took me a really long time to understand that I could be trans because nowhere was it shown that it was possible to be a trans man and still have some aspects of femininity and also be attracted to people who maybe aren’t women. ”

“ It took me a very long time to come out because I didn’t see myself at all. I think that it’s the fact that we don’t exist that when I was growing up I thought Bi was on the way to gay and so therefore, bisexuality doesn’t exist. Everyone’s always like Bi people are scared of committing, scared of choosing one side or another. ”

“ When you’re coming out or first trying to find a community and you go to a Queer space and there’s still a lot of racism, it just hurts ten times more. So when we see these representations and then the whole Canadian industry sort of applauding these very white groundbreaking Queer stories it’s another kind of erasure. ”

“ If your first encounter with a Bisexual person is in real life, then you’re bringing all of your initial prejudice into that encounter. I think there’s value in having that first experience be with someone on television where you can’t hurt the character by your reaction to them. ”

See More 2SLGBTQIA+ Content

As described in the Core Themes Report, all underrepresented Canadians want to see more complexity in characters and story lines. What do the 2SLGBTQIA+ focus group participants specifically want to see? A lot of the feedback related to the need to reflect intersectionality within the communities but other topics came up as well.



“ I’m from Saskatchewan originally. So I do find that most LGBTQ representation is always really based in a big city.... or somebody trying to get out of a small town and get to that big city. I know small towns can be shit, but there isn’t a lot of positive representation of what those kinds of communities and creating those communities in like a rural context looks like. ”

“ I would love to see a more career-based story around LGBTQ characters that’s not just entirely about them being in an LGBTQ relationship. I would love to see more female, like construction workers, or LGBTQ people in positions of power as well, in the workplace, for sure. ”

“ One thing that I have come to understand with my transition is that we are people with original understanding of the world and of what gender is doing to our lives and the stupid ways in which the world we are a part of, and that we can be smart enough to change them. I haven’t seen one story like that. I haven’t seen one in which I can see any of the empowering aspects of being Queer, the things that make me feel proud about being Queer and just living a better life because I choose to be myself. ”

“ Characters are always set and certain in their identities. This fluidity, this state of questioning is a really big part of people’s experiences with gender and sexuality and that’s just so often omitted from stories. ”

“ I’d like to see more authentic stories around Queer people of colour and queer women of colour and brown women and black women. ”

“ I would like to see darker skinned Black men being Queer without being flamboyant or being characters who are just gay. There’s this problem of colourism where if you’re darker skinned, then you’re more masculine, if you’re lighter skinned, then you’re less masculine. People look differently, they don’t have a certain aesthetic. ”

“ I would personally like to see more diversity in general in Quebec TV. When you go into Montreal and when you see the diversity of people, I feel that there is a potential for storytelling that is immense. If you tell all of these stories then naturally a lot of the Queer characters will also have space to evolve in those stories. ”

“ I’ve been HIV positive for 15 years. People don’t like to talk about it, they get squeamish. It’s not dealt with in the media. Nobody wants to touch it, you just stay away from it. This needs to be addressed. ”

“ I want to see stories of Asian gay men being happy with who they are and embracing their heritage and their sexuality. Often they’re separated and there’s this sense of shame that permeates and that doesn’t allow the two to mix. In Asian culture you owe your parents an immense amount of gratitude and you’re seen as a disappointment if you fail them by not being successful. Not being successful includes being married to a same sex partner. I just want to see that mixing of heritage and culture that tells Asian men that happiness is possible. ”

“ There’s always a lot of white Queer people. I was watching Rami, a series about this Egyptian Muslim man and his uncle turns out to be a closeted gay man and it was super interesting to see this representation of an Arab man talking about homosexuality in our community. Seeing characters from communities where it’s still forbidden is pretty transgressive. ”

“ It feels good to see people like us presented as something that’s not out of the norm. I’m pansexual. And I feel like that content that I find, it’s very often very dramatic and very related to the struggles of being pansexual. ”

“ A lot of the times when it’s Queer representation on screen it is still tailored to the male gaze, whether it’s men attracted by other men, that very fit physique or when there’s Queer women on screen, they’re almost always light skinned, young. Then women who are attractive to men versus representing anywhere near the full range of what Queer people actually look like, body sizes, skin colours, haircuts, piercings. And not bringing in intersectionality - there are a lot of disabled Queer people and we almost never see any characters with mobility devices. ”



Off Limits

In the **Core Themes Report** there was a discussion about whether people not from a community could tell a story from that community. While some thought no, not under any circumstances, many felt that it was possible as long as the right amount of research and community engagement was undertaken. However, there are a few stories that were considered ‘off limits’ for storytellers from outside the 2SLGBTQIA+ community.

“ We have a lot of these issues in Quebec where people from the camp of liberty of expression say I can write whatever story that I want or I can direct whatever story I want or I can act whatever character I want. If we look at the history of Queer cinema, we’ve had straight people do Queer films and open the road for us. But today, these are our stories to tell. There’s such little space on our screens in Canada that once you tell it, that box is checked and you’ve taken somebody else’s space to tell that story. What I want to hear today is the people who are living these stories and in an authentic way to be able to tell the reality and their own truth and to give them the opportunity finally. This is now our turn. ”

“ Cis people should be able to tell stories of gender diverse folks, but they should never be speaking over the people who have those experiences. Gender diverse folks have a more difficult time reaching positions of power and cis people should be using their power to uplift those voices rather than profiting off their stories. ”

“ What should be off limits is when people want to talk about homosexuality and Islam, or Middle Eastern communities and homosexuality. There's a lot of misunderstanding and misconceptions. ”

“ I think of my own transition and it would be really hard to represent my own story. If you don't understand what it's like to not have supportive parents, to try and transition as a youth with all these medical gatekeeping things - I just don't think that people who haven't gone through that experience will understand. But that being said, I'm not a medical specialist so if someone wanted to work with me and help me tell that story, that would be their realm of expertise. But discrediting lived experience is really the most horrible thing that you can do. ”

• The Trans Community

The 'Being Seen' consultations had good representation from transgender men and transgender women within the 2SLGBTQIA+ and Trans and Nonbinary focus groups, but also in Black, People of Colour and People with Disabilities focus groups. They often expressed appreciation for being included both specifically in the focus groups but also provided opportunities to participate with any aspects of their identity through the intersectional approach of the consultations. As a result, members of the trans community often shared that this was the first opportunity that they had to share their specific concerns, challenges and interests in increasing authentic representation of their identity.

“ This experience has been encouraging and dignifying. Thank you for including the trans community. ”

“ It's hard to get roles as a trans actor. You might think there aren't many of you out there but there's not a lot of roles written for trans actors. And the ones that are written are given to cis actors or they're given to people who fit exactly what they see as trans. I'm stuck in this place where I'm not seen as trans enough and I don't fit what entertainment sees as cis enough. ”

“ The life of a trans person in America is very different than a trans person in Canada. We still have a long way to go but we have more rights here. In America, you still have to have a judge's permission to legally transition but in Canada you can self-identify. So the life of a trans person in America is vastly different than in Canada and I would like to see that differentiated. ”

“ Acknowledging and involving trans elders is very, very important. Where we've come from and how far we've progressed so we can show to people this is how it used to be, and this is where we're moving towards. It's important to tell these stories. ”

“ I don't think we need to shy away from the attacks that our community are receiving. In America just in 2020 there were more than 200 bills against trans people put forward. We need to fight that and you have to do it by making people aware that it's happening. But we have to show the other side too that there are people who are loved, who have families who support them. I am married, I have a partner who adores me, my family supports me and I have discovered self love. It's important that the younger people, the people that are still trapped, see that this life is possible. ”

“ I love when transness is a) not the central issue in the person's life and b) when there's just supportive people around and they're like 'oh, this character is trans' and it's not all these issues. I understand that we do need some films that reflect the true situation that transition can be very challenging but I do find that we stick to that a lot. I'm trying to push the barriers to say, what are the other stories here? Can we show happier situations because I know a lot of happy trans people and it's great to see. ”

“ I'm not the one who is always making it about gender. I have a lot more to offer this world than the fact that I'm trans. This kind of representation perpetuates the harmful stereotype that being trans is all that someone is. ”

“ The problem is that even when things seem to be positive, they still fixate on our bodies and our transition, the transition of our bodies. ”



DIRECTIVES

Based on the thoughts shared by participants, the following Directives were developed to provide guidance in creating and commissioning more authentic and representative screen-based content that engages with 2SLGBTQIA+ communities.

1. The 2SLGBTQIA+ communities are diverse and made up of many identities and orientations as demonstrated by the variety of titles in the Word Cloud. The communities are also intersectional and many individuals in the communities are also Black, People of Colour and People with Disabilities. Review character descriptions to ensure that the diversity of these communities is being reflected.
2. Understand the range of possible physical appearances of members of the 2SLGBTQIA+ communities and ensure that casting does not default to heteronormative and stereotypical defaults.
3. While most members of the 2SLGBTQIA+ communities live in major urban centres, not all do. They can be included in non-urban settings.
4. Commit to telling 2SLGBTQIA+ stories that are not only centred around trauma.
5. Centre more stories on 2SLGBTQIA+ Canadians and do not limit them to 'best friend' or other secondary roles or to villains.
6. Review to ensure that the characters are not based in stereotypes. Can those stereotypes be subverted or do they need to be thrown out?
7. If you come from outside the community, consider whether your story could be 'off limits' by that community and if so - don't do it. Ask yourself why you are the right person to tell this story. If it is a story about a transgender person transitioning and you are not transgender - don't do it. If it is a story about coming out and you are not a member of the 2SLGBTQIA+ communities - don't do it. If you do believe you are the right person to tell this story, hire cast and crew from the appropriate 2SLGBTQIA+ communities to help inform the story.

CONCLUSION AND NEXT STEPS

Stereotypes about 2SLGBTQIA+ individuals and communities abound in the screen media that we produce in Canada. It is everyone's responsibility, from Creators and Producers, to Broadcasters, Funders, Streamers and Distributors, to break the cycle and ensure that harmful stereotypes and marginalization of characters are erased from depictions on Canadian screens. Only with authentic stories and characters can members of the 2SLGBTQIA+ communities feel included in Canadian society and feel that their potential is unlimited. Authentic stories and characters will also reach underserved audiences and encourage more from those communities to participate in the creative industries, therefore leading to more high-quality content for underrepresented and mainstream audiences.

Unlike the Black and People of Colour communities that **Being Seen** engaged with, the 2SLGBTQIA+ communities within the screen-based industries have not yet organized and developed advocacy strategies. It has therefore been challenging to raise with funders, broadcasters and policy makers issues of representation and the supports needed to be able to fully participate in the screen industries. Concerns such as safe sets, anti-oppression training and inclusive work environments can apply to all underrepresented identities but have specific needs for members of 2SLGBTQIA+ communities that may not be currently addressed. These are concerns that could be raised in further study or through the support of a 2SLGBTQIA+ advocacy organization.

“As a community we're not organized. We don't have a screen office that's fighting for us. We don't have the structures and the institutions, so we are not part of the conversation.”

It is recommended that Broadcasters, Digital Platforms, Streaming Services, Funders and Distributors collaborate with the BSO and other equity-seeking industry organizations to develop strategies to meet the Directives and provide a common response to Creators and Producers. This will ensure decisions are made and strategies devised for early, thoughtful incorporation of the Directives, rather than trying to incorporate them prior to a project hitting the market. Consensus will reduce delays during development or production and ensure that the impact on budgets are consistent across stakeholders.

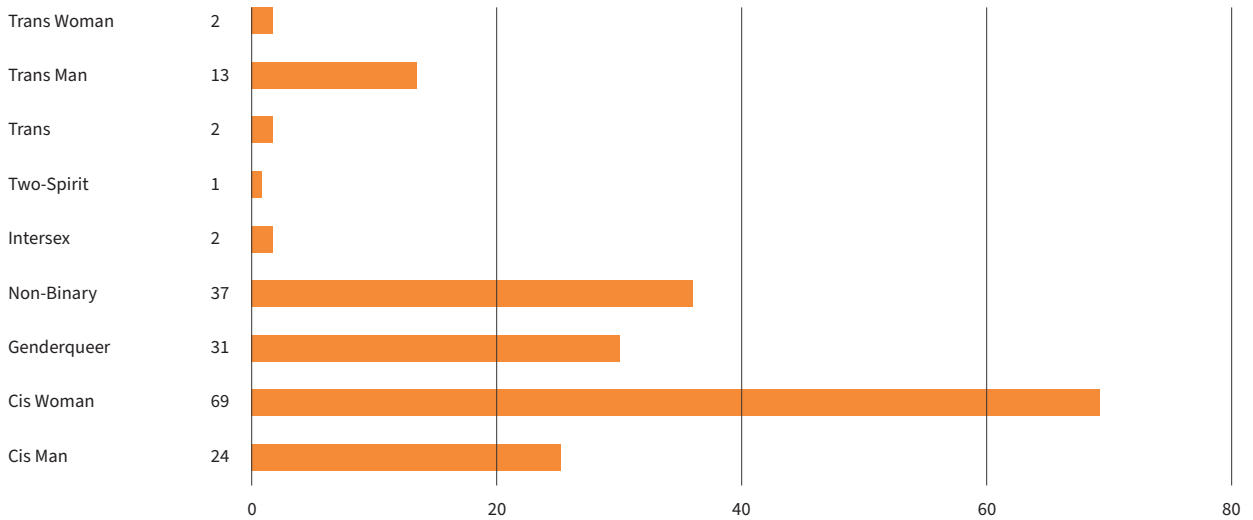
It is expected that these next steps will go a long way to supporting the structural change that the Directives are intended to initiate. The BSO intends to work with stakeholders to form a Collaborative Network to implement these Directives.

APPENDIX A - DEMOGRAPHIC CHARTS

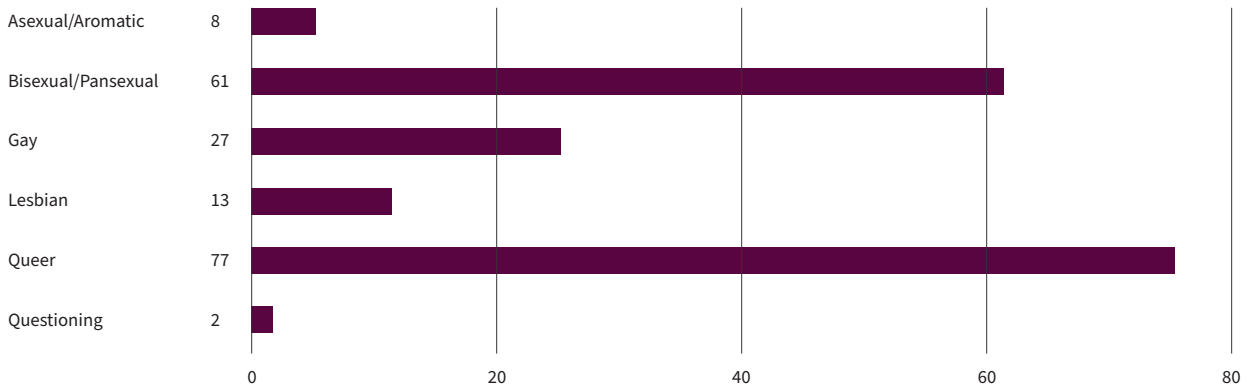
Note that participants were given the option to write in any Gender Identity and Sexual Orientation after identifying as 2SLGBTQIA+ and as a result terms can be overlapping or very general. Some have been combined for ease of analysis.

Gender Identity

To account for intersectionality, the total is more than the number of self-identifying participants.



To account for intersectionality, the total is more than the number of self-identifying participants.



APPENDIX B – GLOSSARY

Two Spirit - Indigenous people who are identified as having diverse genders and sexualities than the cis-heteronormative society and/or transcending their nations' traditional binary roles.

Lesbian – Sexual or romantic attraction between woman

Gay – Sexual or romantic attraction to people of one own's gender but most often used to refer to sexual or romantic attraction between men

Bisexual – Sexual or romantic attraction to both men and women

Transgender – A person whose personal sense of identity and gender does not correspond with the sex assigned at birth

Queer – An umbrella term to refer to people who are not heterosexual or are not cisgender

Intersex – A person who is born with a combination of both male and female sex characteristics

Asexual – A lack of sexual attraction to others

Pansexual – Sexual or romantic attraction towards people regardless of their sex or gender identity

Cisgender – A person whose personal sense of identity and gender corresponds with the sex assigned at birth

Heteronormative – The concept that heterosexuality is the preferred mode of sexual orientation and assumes the gender binary.



thank
you

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