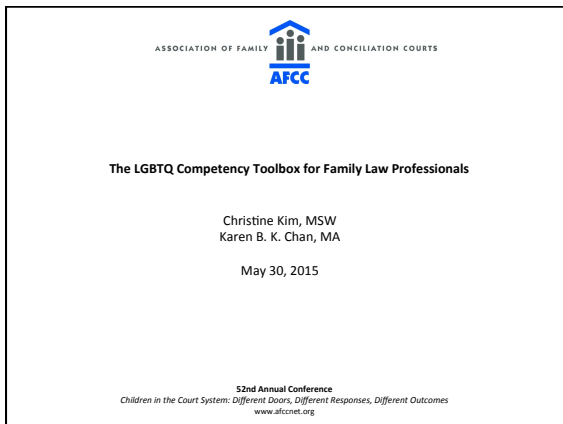


LGBTQ Competency Toolbox for the Family Law Professional



Overview

- Introductions
- Competence Framework
- Composite scenarios: Extrapolate for theory

Introductions

- Christine Kim: Family Mediator, Ontario Children's Lawyer Clinician, Parenting Coordinator & Trainer
- Karen B. K. Chan: Sex Educator & Emotional Literacy Trainer, Parenting Trainer
- You – Who's in the room?

Competence Framework

- Invisible
- Encountering the unfamiliar
 - Observe, learn, become more self-aware
 - Situate normativity
 - Comfort with discomfort
 - Minimize your embarrassment, anxiety
 - Room for mistakes & doing better
- Families & individuals already in distress

Don & Janice

Janice and Don married 10 years ago and have 2 children, aged 8 and 6.

Don came out to Janice a few weeks ago, as a gay man. Don is in a high profile position and not out publicly. Janice feels betrayed, angry, and humiliated.

Janice is moving into her parents' home temporarily with the children. She would like to tell the children the reason for the divorce. Don agrees, however, he fears that Janice and her parents will counsel their children against him.

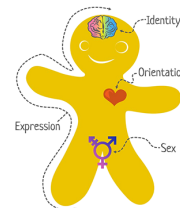
- Language & Concepts:
 - Coming out, outing
 - Gay, lesbian, bisexual, queer*
- Implications:
 - Domestic Violence and Power Imbalance Screening
 - Outing as threat or revenge
 - Community supports for everyone
 - How to design the mediation process
 - Exposure to homophobic grandparents
 - Children's voice

Ray, Joy & Jackson

Ray and Joy are separating after 5 years. Much of their conflict comes from disagreeing how to raise Jackson, their 4 year-old who loves girl's clothing, make-up, and desires to be called "she" in private.

Ray feels that Joy is too "easy" on Jackson and that he needs to be taught how to act like a boy. This has caused tension in their marriage and are now seeking a separation.

- Language & Concepts:
 - Gender and sex
 - Trans identities and experiences, cis
 - Gender non-conforming, gender creative
 - GenderCreativeKids.ca
- Implications:
 - Impact on Jackson
 - Rules at each house
 - School choices
 - Education for family
 - Support network/group
 - Impact on parenting plan
 - Assessments



Shannon, Zee, and Dot

Shannon and Zee, together for 8 years, are separating. They raise two children, aged 10 and 11. Shannon gave birth to both kids while with her ex-partner Dot.

Zee is genderqueer, and uses the pronoun "they". Shannon identifies as a cis woman.

The kids call Zee "zaza", and Shannon "mama". Dot has always remained in the children's lives and is known as "mommy". Shannon and Dot have a good co-parenting relationship. Dot sees the children every other weekend and a mid-week overnight.

Zee, Shannon, and the kids live in a house together, and Dot lives down the street. Zee and Shannon have entered into mediation.

- Language & concepts:
 - Genderqueer, Trans, Cis
 - Non-normativity is common: gender identities, pronouns, names for parents, relationship structures, family structures and roles, chosen family
 - Gestational parent, genetic parent...
- Implications:
 - Designing mediation process - Who's at the table?
 - Legal relationship to children: Power
 - Biological connection to children
 - Vulnerability of genderqueer people in courts
 - Children's voices

Thank you

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