



Creating a Safe Space at CHRIM

The Children's Hospital Research Institute of Manitoba (CHRIM) was founded on the traditional and ancestral lands of the Anishinaabeg (Ojibway), Ininiwak (Cree), Dakota Oyate (Dakota), and Denesuline (Dene) peoples, and on the homeland of the Métis Nation. CHRIM remains on Treaty 1 Territory. CHRIM serves people from across Manitoba and beyond, Treaty 2, 3, 4, 5, and Robinson-Superior Treaty territories, as well as Inuit from ancestral Northern territories.¹ CHRIM explicitly acknowledges the harms of the past and present that continue to impact Indigenous peoples.

We are dedicated to changing the systems that uphold racism, inequity, and oppression for Indigenous and Black persons, newcomers and refugees, racialized minorities, and 2STLGBQ+ community members. We endeavor to work towards being an anti-racist, anti-oppressive institute and to be held accountable when white, able-bodied, heterosexual, cisgender experiences are centered over equity deserving individuals.²

CHRIM's Mission, Vision, and Values state our commitment to ensuring an environment where pregnant people, children, youth, and families in Manitoba are supported. We understand that simply stating such a commitment is not enough. Fostering a safe environment is an ongoing action. A critical lens must be used to continuously learn and do better, respecting and listening to those who have lived experience. Understanding intersectionality must be at the forefront to recognize people's intersectional experiences of discrimination and harassment through social and historical contexts, and people's many identities as they relate to their race, gender, sex, ability, age, culture, social class, and other identities.⁴ At CHRIM, we strive for every person to feel safe in our space.

CHRIM is dedicated to creating safer spaces for 2STLGBQ+ individuals. 2STLGBQ+ stands for Two-Spirit, Transgender, Lesbian, Gay, Bisexual, Queer, and Questioning. The plus sign includes any identities that have not been captured in this acronym and acknowledges that people define themselves along the spectrum of sexualities and identities.⁵

The colours represented throughout the safe space poster are from the traditional [Pride/Rainbow flag](#) designed by Gilbert Baker, whose idea with the rainbow colours was that "we're all of the colours, we're all of the genders, we're all of the sexes, we're all of the races, all of it. The whole spectrum of our humanness."⁶ Five additional colours were also added to be known as the Progress Pride flag: light blue, light pink, and white for the trans community and brown and black to represent Black, Indigenous, and racialized individuals.⁷ The colour black is also a tribute to the memory of those people living with AIDS who have passed away.⁷ These additional colours were designed by many others.⁷ This flag also includes intersex folks with the colours purple and yellow to intentionally contrast the traditional gender binary of the colours blue and pink.⁸

This is a living document. As we continue on this pathway to continued learning and receive feedback from people who hold lived experience, we will update these commitments in the spirit of justice, equity, diversity, and inclusion. If you have any feedback about how to make CHRIM a safer space, or any feedback related to these initiatives, please [connect with us](#).

This document has been informed by many sources, which have been cited.

Many thanks to the Research Advisory Council (RAC) and Research Advisory Council of Youth (RACY) members of CHRIM for their valued feedback on this initiative. A thank you also to the Rainbow Resource Centre for their consultation with us and their work with 2STLGBQ+ children and youth. To the various members of the CHRIM community who guide these initiatives as well, we are grateful.

CHRIM continues to work towards being an affirming and safe environment for all and to be accountable when it is not.

If at any time you do not feel safe at CHRIM or in association with CHRIM, please [let us know](#).