

Ash Paré, RSW

Registered Social Worker

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Langues

French | English

Education

- 09/2022 – Present **Master of Social Work (Non-Thesis with Research), McGill University**
Stream: Children and Families
- 09/2018 – 05/2022 **Bachelor of Social Work, Université de Montréal**
- 09/2017 – 05/2018 **Preparatory year: Humanities and Social Sciences, Université de Montréal**

Publications

- 28/06/2022 **Academic paper**
Rioux, C; Weedon, S; London-Nadeau, K; **Paré, A**; Juster, R-P; Roos, L-E; Freeman, M; Tomfohr-Madsen, L. Gender-inclusive writing for epidemiological research on pregnancy. *Journal of Epidemiology & Community Health*.
- 20/06/2022 **Academic paper**
Rioux, C; **Paré, A**; London-Nadeau, K; Juster, R-P; Weedon, S; Levasseur-Puhach, S; Freeman, M; Roos, L-E; Tomfohr-Madsen, L. Sex and gender terminology: A glossary for gender-affirming epidemiology. *Journal of Epidemiology & Community Health*.

Knowledge translation articles

- 01/2020 **Résultats préliminaires : Être trans et Autochtone,**
Canada Research Chair on Transgender Youth and Their Families
Preliminary Results: Being Trans and Indigenous
Paré, A; Poulin, R; Pullen Sansfaçon, A; Ou Jin Lee, E; Faddoul, M.
<https://bit.ly/EtreTransEtAutochtone>
- 01/2020 **Résumé de recherche : Les parcours des parents vers l'acceptation et le soutien de leurs enfants trans* non-binaires ou créatif·ve·s dans le genre,**
Canada Research Chair on Transgender Youth and Their Families
Research Summary: Parents' Journeys to Acceptance and Support for their Trans, Non-Binary or Gender-Creative Children
Paré, A; Pullen Sansfaçon, A. <https://bit.ly/ParcoursParentsSoutienGenre>

11/2019 **Résultats préliminaires : Parcours développementaux des jeunes trans et non-binaires recevant des soins d'affirmation de genre au Canada,**
Canada Research Chair on Transgender Youth and Their Families
Preliminary results: Developmental Pathways of Trans and Non-Binary Youth Receiving Gender Affirming Care in Canada
Paré, A; Pullen Sansfaçon, A; Medico, D; Suerich-Gulick, F.
<https://bit.ly/ParcoursSoinsAffirmationDeGenre>

Academic internships

09/2021 – 04/2022 **Final year social work intern, Centre de solidarité lesbienne (630 hours)**

09/2020 – 11/2020 **Second year social work intern, Centre communautaire LGBTQ+ (86 hours)**

09/2018 – 11/2018 **First year social work intern, Les Petits Frères (36 hours)**

Non-academic work experience

06/2022 – Present
Montreal, Canada **Social Worker, Independent practice**

- Complete social functioning assessments and intervention plans with LGBTQIA2S+ individuals;
- Provide professional follow-up to improve the social functioning of the individual being assisted.

04/2022 – 12/2022
Montreal, Canada **Mental Health Care Provider, Centre de solidarité lesbienne**

- Provide individual counselling to the lesbian community with expertise in intimate partner violence;
- Supporting clients for 10 or more sessions and ensuring their social insertion into the community.

10/2019 – Present
Montreal, Canada **Sexual and Gender Diversity Educator, Self-employed**

- Organize presentations to individuals, community organizations, public and academic institutions;
- Manage my Facebook page with educational and accessible content;
- Educate professionals on the importance and ethics in gender-affirming care.

Academic work experience

09/2021 – 02/2022
Montreal, Canada **Research Assistant, Hôpital Sainte-Justine**

- Collaborate on a research project on youth aged 21-25 who use cannabis and their associations with mental health;
- Conduct research interviews in French and English;
- Suggest ways to improve the intersectionality and inclusiveness of the project.

05/2021 – 06/2021
Montreal, Canada **Consultant and Patient Partner With Expertise in LGBTQ+ Matter, UdeM Interfaculty Organizational Committee Educational Retreat**

- Present 3 educational lectures on queer and trans history, inclusive French initiatives, and cultural competence in health and social services;
- Participate in the enhancement of the "Collaborative Health Sciences (CSS)" courses for future health and social services professionals at UdeM.

- 02/2021 – 05/2021
Sherbrooke, Canada
- Conference Organizer at Acfas, *The inclusion of trans, non-binary and Two-Spirit youth in research and intervention: contemporary issues***
- Participate in decisions about the content and presenters at the conference;
 - Co-facilitate the Acfas conference and discussion panel;
 - Contribute to the presentation of research with participatory ethics with respect to trans, non-binary and gender-diverse youth and their parents.
- 05/2021
Montreal, Canada
- Guest Lecturer - "(SVS-2110) Social Work, Sex and Gender", *School of Social Work - Université de Montréal***
- Present the lecture titled "Queer and Trans Movements: Theories, Practices, and Influences";
 - Create and facilitate a 3-hour lecture around queer and trans-related topics through my academic, empirical and experiential knowledge.
- 05/2021 – 09/2021
Montreal, Canada
- Research Assistant, *Center on Sex*Gender, Allostasis and Resilience, Research Centre of the University Institute of Mental Health of Montreal***
- Present two seminars on inclusive French and cultural competency development in relation to trans people;
 - Attending conferences on sex*gender measurement from CIHR and NIH;
 - Learn to write a journal article to contribute to the mobile app project to increase resilience of LGBTQIA2+ youth (+Fière/+Proud).
- 08/2020 – 05/2021
Montreal, Canada
- Partnership Coordinator, *Research Team on Trans Youth and their Families, Université de Montréal***
- Implement a diverse permanent consultation committee of 6 trans youth and their parents;
 - Conducting meetings with the consultation committee and monitoring the budget of the committee;
 - Organize a conference at Acfas as part of my role and collaborate with the Research Team on Trans Youth and Their Families and our partnerships.
- 11/2019 – 05/2021
Montreal, Canada
- Research Assistant, *Canada Research Chair on Transgender Youth and Their Families***
- Create fact sheets summarizing academic articles and preliminary findings on trans youth and their families;
 - Manage social media, create academic webinar presentations, and connect with institutions related to trans youth and their families.
- 11/2020
Vancouver, Canada
- Presenter of the Francophone Launch of the Study " Being Safe, Being Me ", *Results of the Canadian Trans Youth Health Survey, SARAVYC, University of British-Columbia***
- Translate study results from English to French on the PowerPoint;
 - Co-present the results of the 2019 Trans and Non-Binary Youth Health Survey in the form of a webinar with Annie Pullen-Sansfaçon.

Contracts/projects

- 06/2023
Montréal, Canada
- Wellbeing Practitioner for the Theatre Show: *The Making-Of Pinocchio, Festival TransAmériques***
- Facilitate and guide audience members who felt an overwhelming emotional response to the show;
 - Offer support in crisis situations in a dedicated space to deescalate the situation;
 - Work in a team with the Accessibility Support Worker to set up a chill-out space.

- 05/2023 – Present
Montreal, Canada
- Trainer on trans-affirmative ethics and inclusive French,**
Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Train OTSTCFQ employees on issues related to trans-affirmative ethics and inclusive French;
 - Consult with departmental heads to adapt the training;
 - Raising the OTSTCFQ's awareness of legal, professional and ethical issues related to inclusive French in social work and administrative contexts.
- 04/2022 – 06/2022
Toronto, Canada
- Consultant, FrancoQueer**
- Developing and creating fact sheets on trans-affirmative care for community stakeholders and professionals;
 - Developing informational tools in a Franco-Ontarian context to improve access to trans-affirmative care.
- 01/2021 – 03/2022
Montreal, Canada
- Consultant in inclusivity, LGBT+ Family Coalition**
- Revise the report "Family Diversity: Creating a Regional and Intersectional Network" to make it gender-inclusive and verify its anti-oppressive aspect;
 - Revise the lexicon "Des mots pour exister : nommer les identités, les familles et les réalités LGBT+" to make it gender-inclusive and suggest improvements.
- 11/2021 – 01/2022
Montreal, Canada
- Consultant on Gender-Inclusive French, Veteran Affairs Canada**
- Give a presentation on gender-inclusive French to an employee;
 - Create an interactive quiz for employees who work for Veteran Affairs Canada;
 - Cultivate theoretical and practical knowledge on gender-inclusive French.
- 2021
Sherbrooke, Canada
- Consultant for the Medical Transition Guide, TransEstrie**
- Ensure content is relevant and appropriate and suggest changes when necessary;
 - Work with the consultation team and participate in the official launch of the TransEstrie Medical Transition Guide using my experiential knowledge.
- 12/2020
Vancouver, Canada
- Translator and Consultant, Trans Care BC**
- Translate and proofread fact sheets on inclusion in health care;
 - Comment on and improve the organization's knowledge of gender-inclusive French;
 - Contribute to the dissemination of knowledge in French to Francophone communities in British Columbia.
- 10/2019 – 12/2020
Montreal, Canada
- Organizer of a Series of Workshops,**
Trans Advocacy Group of the Université de Montréal
- Make, sell and distribute soaps in the colours of the trans flag as a fundraiser;
 - Apply to community funds to fund the 5 panellists on inclusive French, homelessness, minority stress, trans children's rights and medical practices, and (neo)colonialism in trans identities;
 - Raise over \$5,000 in funds for the "Health, Wellness and Inclusion of Trans and Non-Binary People" workshop series.

Awards and scholarships

- 02/04/2023
- Canada Graduate Scholarships - Master's (CGS-M),**
Government of Canada - Social Sciences and Humanities Research Council (SSHRC)
\$17 500 (spread over 1 year) - Scholarship funding my Master of Social Work (non-thesis with research) at McGill University.

16/06/2022	Montreal Pride Scholarship 2022, Montreal Pride - Fierté Montréal \$3000 - Scholarship recognizing the excellence of the master's research proposal.
02/06/2022	Master's Research Scholarship, Fonds de recherche du Québec - Société et culture \$35 000 (spread over 2 years) - Scholarship funding my Master of Social Work (non-thesis with research) at McGill University (declined the second year).
29/04/2022	The Shree Mulay Graduate Award, <i>Institute for Gender, Sexuality, and Feminist Studies</i> \$2000 - Entrance scholarship to the master's program highlighting the importance and quality of the research proposal.
01/04/2021	LGBTQ+ Undergraduate Research Fellowship, Dr. Robert-Paul Juster \$6000 - Fellowship to work at the Center on Sex*Gender, Allostasis and Resilience for the +Fier/+Proud project.
22/03/2021	LGBTQ+ Involvement Scholarship, Université de Montréal \$2000 - Scholarship highlighting the importance of my involvement in the queer and trans communities.
15/01/2021	Hubert Biermans' Perseverance Scholarship, Université de Montréal \$1500 - Scholarship highlighting the consistency and quality of my commitment and my academic record.
07/01/2021	Involvement Scholarship, Faculty of Arts and Sciences of the Université de Montréal \$2000 - Scholarship highlighting my community and academic involvement.
27/11/2020	Rector's Award - Involvement Category, <i>Rector of the Université de Montréal - D. Jutras</i> \$1000 - Honorary distinction highlighting my academic involvement in the queer and trans communities at the UdeM.
07/04/2020	Marguerite Bourgeoys' Involvement Scholarship, Université de Montréal \$1500 - Scholarship highlighting my community and academic involvement.
14/01/2020	Perseverance Scholarship, Fonds d'amélioration à la vie étudiante (FAVE) - UdeM \$2000 - Scholarship highlighting the consistency and quality of my commitment and my academic record.
21/03/2019	Marguerite Bourgeoys' Involvement Scholarship, Université de Montréal \$1500 - Scholarship highlighting my community and academic involvement.

Engagement communautaire

2021 - 03/2023 Montreal, Canada	Ordre des travailleurs sociaux et thérapeutes conjugaux et familiaux du Québec, <i>Advocate for a more comprehensive inclusion of gender diversity</i> <ul style="list-style-type: none"> • Initiate changes for non-binary inclusion and the creation of name and gender accommodations for professionals; • Collaborate with the Communications Officer in relation to trans, non-binary and gender inclusion; • Raise awareness of trans and non-binary realities within the OTSTCFQ.
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- 02/2021 – 01/2023
Montreal, Canada
- Espace LGBTQ+, Member of the Board of Directors**
- Participate in the meetings leading to the eventual creation of a first LGBTQ+ community complex in the Village of Montreal;
 - Participate in meetings of the Board of Directors, Human Resources Committee and Bylaws, ensuring inclusivity of the work undertaken;
 - Bring an intersectional social justice perspective and inclusion of trans, non-binary and gender-diverse people to the organization.
- 06/2018 – Present
Montreal, Canada
- Les Petits Frères, Volunteer and weekly companion**
- Care for and accompany one older person alone each week for approximately 3 hours;
 - Participate in important events and in organizing the Christmas lunch;
 - Organize an intimate Christmas dinner for my Great Friend every year;
 - Accompany older people and give them vacations for 1 or more days at the Juliette-Huot cottage in Oka.
- 09/2020 – 10/2021
Montreal, Canada
- Trans Advocacy Group of the UdeM/TransMontréal, Coordinator**
- Develop projects to improve the social conditions of trans, non-binary and gender-diverse people at the Université de Montréal;
 - Advocate for the rights of trans students at the Université de Montréal;
 - Collaborate on research projects in partnership with the Canada Research Chair on Transgender Youth and their Families.
- 09/2019 – 10/2021
Montreal, Canada
- Trans Advocacy Group of the UdeM/TransMontréal, Spokesperson**
- Represent the organization at external events and manage social media;
 - Organize events related to the organization (workshops, kiosks, fundraisers);
 - Defend and promote the rights of trans people at the university;
 - Meet with members for active listening sessions.
- 09/2018 – 09/2019
Montréal, Canada
- Association étudiante en travail social de l'Université de Montréal (AÉTSUM), External Affairs Coordinator**
- Represent social work students at all cycles in organizations outside the AÉTSUM;
 - Convey important information to the members of the AÉTSUM and attend General Assemblies and Board meetings;
 - Mobilize students in the battle over unpaid internships with the Coalition Unitaire pour le Travail Étudiant (CUTE-UdeM) and lead the efforts to mobilize.
- 02/2023 – Present
- Trans collective kitchen initiative**
- Create the administrative organization to form a collective kitchen by and for trans people in Montreal;
 - Manage the schedule, perform all administrative tasks and facilitate the groups.

Presentations and lectures

- 04/2022
- Recognize and practice non-violent communication in a couple or polycule**
- Coalition ÉduSex
- 02/2022 – Present
- Training on transaffirmative support and writing letters of recommendation for HRT**
- Interligne
 - Le Néó
 - Aire Ouverte : CIUSSS de l'Est-de-l'Île-de-Montréal and Sherbrooke

- (2X) Sexologists in private practice
- (1X) Social Workers in private practice

06/2021 – Present

Trans-inclusive communication strategies in health and social services

- Jeunesse Lambda
- Santé Cannabis
- Employees' union of the Université de Montréal
- The Trans Collaborative Network: Miami Conference

01/2021

Sexual Violence at the University: Deconstructing Cisgenderism for True Integration

- Laurentian University

01/2020 – Present

Making a Difference: Speaking and Writing Gender-Inclusive French

- Beenox
- (3X) Action humanitaire et communautaire
- Veterans Affairs Canada
- Association des étudiant·e·s en anthropologie de l'Université de Montréal
- Centre on Sex*Gender, Allostasis and Resilience
- Coalition des familles LGBTQ+
- Interfaculty Organizing Committee for the UdeM Collaborative Health Science Courses
- Comité féministe de l'Association étudiante de science politique et d'études internationales de l'Université de Montréal
- PanCanadian Terminology Committee / OQLF
- Espace LGBTQ+
- Interligne
- (2X) Jeunes Queer Youth
- Involved Youth
- (3X) OTSTCFQ
- Poly-Out
- Santé Cannabis

Broadcasted interviews

Prince Edward Island,
Canada

Y a-t-il une montée de la transphobie au Canada?, *Le Réveil*, *Radio-Canada OHdio*
Is transphobia on the rise in Canada? - November 9, 2021

Saskatchewan,
Canada

Montée de la transphobie au Canada?, *Point du jour*, *Radio-Canada OHdio*
Rising transphobia in Canada? - November 9, 2021

British-Columbia,
Canada

Des signes inquiétants de la montée de la transphobie au Canada,
Phare Ouest, *Radio-Canada OHdio*
Worrying signs of rising transphobia in Canada - November 9, 2021

Ottawa/Gatineau,
Canada

Montée de la transphobie au Canada, *Les matins d'ici*, *Radio-Canada OHdio*
Transphobia on the rise in Canada - November 9, 2021

Gaspésie/Îles-de-la-
Madeleine, Canada

Montée de l'idéologie transphobe au Canada : entrevue avec Ash Paré,
Bon pied, bonne heure!, *Radio-Canada OHdio*
The rise of transphobic ideology in Canada: an interview with Ash Paré - November 9, 2021

Toronto, Canada	Montée de la transphobie au Canada? , <i>Il y a pas deux matins pareils, Radio-Canada OHdio</i> Rising transphobia in Canada? - November 9, 2021
Northern Ontario, Canada	Des patients LGBTQ+ dénoncent une médecine insensible , <i>Le matin du Nord, Radio-Canada OHdio</i> LGBTQ+ patients denounce insensitive medicine - August 10, 2021
Alberta, Canada	Des patients LGBTQ+ dénoncent une médecine insensible , <i>Le café Show, Radio-Canada OHdio</i> LGBTQ+ patients denounce insensitive medicine - August 10, 2021
Saskatchewan, Canada	Pour une médecine plus sensible et plus inclusive , <i>Point du Jour, Radio-Canada OHdio</i> For a more sensitive and inclusive medicine - August 10, 2021
Saskatchewan, Canada	L'impact de la pandémie sur la communauté trans , <i>Point du Jour, Radio-Canada OHdio</i> The impact of the pandemic on the trans community - May 13, 2021
British-Columbia, Canada	Plus difficile pour les personnes trans en temps de pandémie , <i>Phare Ouest, Radio-Canada OHdio</i> More difficult for trans people in times of pandemic - May 11, 2021

Journalistic participation

Ne demandez jamais aux personnes trans ce qu'elles ont entre les jambes (et à n'importe qui d'autre),
February 23, 2023 - Journal 24 heures
Never ask trans people what's between their legs (or anyone else's)

Parlez-vous non-binaire? Le langage inclusif dans la communauté LGBTQ+ immigrante et réfugiée,
March 17, 2022 - New Canadian Media
Do you speak non-binary? Inclusive language in the LGBTQ+ immigrant and refugee community

L'entrée du pronom « iel » sème la controverse, *November 17, 2021 - LaPresse*
The entry of the pronoun "iel" causes controversy

La fierté s'installe dans CDN-NDG, *June 20, 2021 - Métro Média*
Pride takes root in CDN-NDG

Le Groupe d'action trans de l'UdeM devient TransMontréal et élargit sa mission,
March 31, 2021 - Quartier Libre
The UdeM Trans Action Group becomes TransMontreal and expands its mission

Une indignation à géométrie variable, *February 2, 2021 - Ricochet Média*
Indignation with changing proportions

Maintenant possible de choisir son prénom usuel à l'UdeM, *January 31, 2021 - TVA Nouvelles*
Now possible to choose your first name at the UdeM

Blog articles

09/2021

The privilege of silence and ignorance: Muffling queer and trans people's collective outcry, *Medium*

- Text on Canadian politics and elections.

08/2021

Pour en finir avec la fragilité cisgenre : quand parler de transphobie dérange, *Medium*

- Putting an end to cisgender fragility: when talking about transphobia upsets - Semi-academic text on the unfamiliar concept of cisgender fragility.