



ADMINISTRATIVE REPORT

Report Date: June 2, 2017
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Meeting Date: July 11, 2017

TO: Vancouver City Council
FROM: Chief Human Resources Officer
SUBJECT: Supporting Trans* Equality and an Inclusive Vancouver

RECOMMENDATION

THAT Council receive this report for information on Supporting Trans* Equality and an Inclusive Vancouver.

REPORT SUMMARY

This report is provided to Council as an annual progress update on work related to Council's approval of recommendations in the July 2016 staff report on Supporting Trans* Equality and an Inclusive Vancouver. The July 2016 report recommendations included:

- A. THAT Council receive the attached report, entitled "Trans*, Gender Variant and Two-Spirit Inclusive at the City of Vancouver" for information.
- B. THAT Council direct staff to create an interdepartmental implementation team of staff to move forward with the development of a Trans*, Gender Variant and Two-Spirit Inclusion action plan for the City, liaising with the City's LGBTQ2+ Advisory Committee and the Vancouver Park Board's Trans* and Gender Variant Inclusion Steering Committee on related actions as necessary.
- C. THAT Council direct staff to focus initially on the Quick Starts noted in Table 1 of this report.
- D. THAT Council direct staff to report back annually on progress to date.
- E. THAT Council refer the report to the Vancouver Public Library Board and the Vancouver Police Board for review, as part of their ongoing progressive work in this area.

Outlined below is the progress update on these recommendations:

Recommendation A.

This recommendation is complete.

Recommendation B.

This recommendation is complete. The interdepartmental staff implementation team has been created and meeting regularly since November 2016. The initial focus for the group's work has been on the implementation of Quick Starts (see Table 1), as directed by Council, by the end of 2017. Work is ongoing in the development of action plans, as well as liaising with both the City's LGBTQ2+ Advisory Committee and the Park Board's Trans* and Gender Variant Inclusion Steering Committee as necessary.

Table 1 - Quick Starts

Quick Starts	
6 to 18 Months (December 2017)	<ol style="list-style-type: none"> 1. Update single-user washroom signage to reflect Universal, functions-based designation [Recommendation 1A] 2. Ensure staff resources to lead implementation team and decide next steps, including associated budgets, to carry out TGV2S inclusion work [Recommendation 3Ai] 3. Provide TGV2S inclusion training to Corporate Management Team and General Managers [Recommendation 3Bii] 4. Develop checklist for TGV2S inclusion in City of Vancouver Event protocols [Recommendation 4Bii] 5. Update grants priorities to reflect TGV2S inclusion [Recommendation 2Bi]

Recommendation C.

Of the five Quick Starts to be implemented by 2017 year end, #3, #4 and #5 are complete and #1 and #2 are well underway. In some cases, such as staff training, work has been completed beyond the action identified in the Quick Starts.

Recommendation D.

This recommendation is complete. The next annual progress report to Council is anticipated July 2018.

Recommendation E.

This recommendation is complete.

Going forward, the team has identified a number of Phase 2 Actions for implementation by the end of 2018 (see Appendix A) and will continue with the development of action plans, as well as the identification of associated resources, if any.

COUNCIL AUTHORITY/PREVIOUS DECISIONS

Background on Council Authority/ Previous Decisions is outlined in the July 2016 staff report on Supporting Trans* Equality and an Inclusive Vancouver. For a copy of that report, please see the following: <http://council.vancouver.ca/20160713/documents/cfsc6.pdf>

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

City Manager recommends approval of the foregoing.

REPORT

Background/Context

The City has a long standing commitment to equity, diversity and inclusion in the community and as an employer. As part of this larger commitment, and under the City's broader over-arching strategy of Healthy City, three of the current Council and corporate priorities include City of Reconciliation, gender equality and transgender inclusion.

This report is provided to Council for information as an update on work underway to make civic facilities, operations and programs safe and inclusive spaces for Trans*, Gender Variant and Two-Spirit communities.

A concentrated focus on this priority began shortly after City Council approved the motion "Supporting Trans* Equality and an Inclusive Vancouver" in July 2015. The motion directed staff to report back on how the City could build on the work of the Vancouver Park Board and Vancouver Board of Education to make civic facilities, operations and programs safe and inclusive spaces for trans* and gender-variant communities under five core areas, including signage and literature, public spaces, human resources, programming and public and community partnerships. The motion also directed staff to consult with the LGBTQ2+ Advisory Committee and members of the Park Board's Trans* and Gender-Variant Inclusion Steering Committee as part of this work.

Staff provided a report back to Council in July 2016. The report contained a number of recommendations, as well as a consultant report for information. The consultant report contained several specific recommendations and sub-recommendations for consideration related to Trans*, Gender Variant and Two-Spirit inclusion under five broad pillars: 1) Public Spaces, Facilities and Signage, 2) Programs and Services, 3) Human Resources, 4) Communications and Data, and 5) Community Consultation and Public Partnerships. The report also acknowledged the significant work already underway related to this priority.

Since the July 2016 report, staff have moved forward to implement the recommendations approved by Council. This has included formation of an interdepartmental implementation team of staff, along with a designated staff lead, to develop a Trans*, Gender Variant and Two-Spirit action plan. This team includes members from the following areas: City Clerk's Office, External Relations & Protocol, Corporate Communications, Community Services, Engineering Services, Technology Services, Human Resources, Development, Buildings & Licensing, Real Estate and Facilities Management (REFM) and Park Board.

As per Council's direction, the implementation team's initial focus has been on executing the five Quick Starts by the end of December 2017 (see Table 1). There has been good progress on each of these, with three of the Quick Starts completed and two well underway. The three completed include: Trans*, Gender Variant and Two-Spirit inclusion training for Corporate Management Team and general managers, a checklist for transgender inclusion in City of Vancouver event protocols and updates to grants priorities in Social Policy, Cultural Services and Housing to reflect inclusion of this community. Updating washroom signage to reflect universal, functions-based designation is one of the two Quick Starts underway with

completion expected by the end of 2017. This new signage is in place at City Hall, Archives, Park Board Administration and three community centres. REFM has determined a rollout plan for updating washroom signage in other City-owned buildings. The second of the two Quick Starts underway is the identification of associated budgets. The staff implementation team is determining any associated resources required for action plans within their areas ensuring the efficient use of resources and alignment to key priorities.

Strategic Analysis

The City is committed to the advancement of equity, diversity and inclusion for all. The Healthy City Strategy (HCS), a long term framework for social sustainability in the City of Vancouver, is the overarching strategy which encompasses Council's current priorities on work related to trans* equality and gender equality. Meaningful work on both priorities is further enhanced by the intersectional approach that HCS strives to incorporate as one of its guiding principles. At the same time, the multiplicity of needs and corresponding actions creates both tensions and opportunities in the work to advance equity and inclusion, whether it is for women and girls, Aboriginal and Urban Aboriginal Peoples, new immigrants and refugees or transgender and two-spirit communities, to name just a few.

Moving forward on Supporting Trans* Equality and an Inclusive Vancouver, the implementation team has identified a number of Phase 2 Actions for implementation by the end of 2018 (see Appendix A). These were selected from the larger set of consultant recommendations based on the following criteria:

- Aligns with each of the five pillars
- Within the City's mandate/ jurisdiction
- Connects with, and leverages, existing priorities
- Ease of implementation
- Within current resourcing

As the team considers further actions, the work will likely become more complex, inter-related and resource dependent. Linking to, and leveraging with, other existing City priorities will continue to be an essential component in the consideration of action plans, along with an eye to the evolving landscape of trans*, gender variant and two-spirit inclusion.

Implications/Related Issues/Risk (if applicable)

Financial

There are no financial implications at this time.

CONCLUSION

In response to Council's motion from July 2015, Supporting Trans* Equality and an Inclusive Vancouver, a staff report with recommendations was presented to Council in July 2016. Since Council's approval of these recommendations, several steps have been taken. These include formation of an ongoing implementation team of staff from departments related to each of the following five broad pillars: 1) Public Spaces, Facilities and Signage, 2) Programs and Services, 3) Human Resources, 4) Communications and Data, and 5) Community Consultation and Public Partnerships. As per Council's direction, the team's immediate focus has been on the implementation of actions outlined under Quick Starts (see Table 1) by the end of 2017.

To date, three of these actions are complete and two are well underway for completion year-end. Going forward, staff will continue with the development of action plans, as well as the identification of associated resources, if any. In addition, the team has identified a number of Phase 2 Actions for implementation by the end of 2018 (see Appendix A). With these ongoing, intentional actions on inclusion for the Trans*, Gender Variant and Two-Spirit community, the City continues to demonstrate its commitment and ongoing leadership in the advancement of equity, diversity and inclusion.

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Phase 2 Actions - for completion end of 2018

Phase 2 Actions by Pillar

Pillar	Action
Pillar 1: Public Spaces, Facilities + Signage	1. Add new appendix notes in Building By-law to provide guidance to industry on gender-neutral washrooms
	2. Share best practices with AIBC and APEG
Pillar 2: Programs + Services	3. Determine partnership opportunities with BC Housing, BC Non-profit Housing Association, TransCare BC on joint training opportunities
Pillar 3: Human Resources	4. Add online resources on the Human Resources website to support trans*, gender variant and two-spirit employees
	5. Continue staff training, including identification of online learning options
Pillar 4: Communications + Data	6. Continue to monitor and follow best practices for asking gender questions as needed on public engagement surveys
	7. Outreach to trans*, gender variant and two-spirit community agencies to sign-up for TalkVancouver
Pillar 5: Community Consultation + Public Partnerships	8. Update list of stakeholder contacts to include trans*, gender variant and two-spirit groups
	9. Develop resources to support inclusivity in public engagement planning