



# **Council Presentation – July 11, 2017**

## **Supporting Trans\* Equality and an Inclusive Vancouver**



# AGENDA



**Council Motion**

**Approved  
Recommendations**

**Progress Update**

**Next Steps**

**Questions**



- **Consult with LGBTQ2+ Advisory Committee and Vancouver Park Board's Trans\* and Gender Variant Inclusion (TGVI) Steering Committee**
- **Report back on how the City can build on the work of the Vancouver Park Board & Vancouver Board of Education to make civic facilities, operations and programs safe and inclusive spaces for Trans\* and Gender Variant communities, including:**
  - a) Signage and Literature
  - b) Public Spaces
  - c) Human Resource Training and Staff Policies
  - d) Programming
  - e) Collaborative Public and Community Partnerships



- **Create an interdepartmental implementation team of staff to move forward with a Trans\*, Gender Variant and Two-Spirit Inclusion action plan for the City**
- **Focus initially on the Quick Starts identified in the staff report;**
- **Report back annually on progress to date; and**
- **Refer the report to the Vancouver Public Library Board and the Vancouver Policy Board for review, as part of their ongoing progressive work in this area.**



## QUICK STARTS (July 2016 – December 2017)



	STATUS
1. Update single-user washroom signage to reflect universal, functions-based designation	Underway
2. Ensure staff resources to lead implementation team and decide next steps, including associated budgets, to carry out work	Underway
3. Provide training to CMT and general managers	Complete
4. Develop checklist for inclusion in City of Vancouver event protocols	Complete
5. Update grants priorities to reflect inclusion	Complete



# WASHROOM SIGNAGE





## **Public Spaces, Facilities and Signage**

- ✓ Trans, gender variant and two-spirit inclusion guidelines applied to planning of all new City-owned facilities and renovations to existing buildings

## **Human Resources**

- ✓ Human Rights & Harassment policy updated
- ✓ Further staff training sessions

## **Communications and Data**

- ✓ Writing guide updated to include gender-neutral language



# NEXT STEPS (July 2017 – December 2018)



## Public Space, 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

## Programs & Services

3. Determine partnership opportunities with BC Housing, BC Non-profit Housing Association, TransCareBC on joint training opportunities



## Human Resources

4. Add online resources to support trans employees
5. Continue staff training, including identification of online learning options

## Communications & Data

6. Continue to evolve gender question as needed on public engagement surveys
7. Outreach to trans, gender variant and two-spirit community agencies to sign-up for TalkVancouver



## Community Consultation & Public Partnerships

8. Update list of stakeholder contacts to include transgender groups
9. Develop resources to support inclusivity in public engagement planning





- ✓ Staff training
- ✓ Washroom signage
- ✓ Public events/awareness



- ✓ Staff training
- ✓ Washroom signage
- ✓ LGBTQ2S Liaison Officer

*“From the bottom of my heart, I thank you for having this inclusion, it made me feel human and it’s so appreciated.”*

*-Member of the Public*





***THANK YOU***  
**Questions?**