



Supporting Trans* Equality and an Inclusive Vancouver

Standing Committee of Council
July 13th 2016

- Council Motion
- Key Concepts and Terms
- Process Undertaken
- Recommendations
- Summary
- Comments/ Questions

Staff directed to...

- **Consult with LGBTQ2+ Advisory Committee and Vancouver Park Board's Trans* and Gender Variant Inclusion (TGVI) Steering Committee**
and
- **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

Transgender/ Trans*

- Wide range of people whose gender identity differs from assigned sex at birth

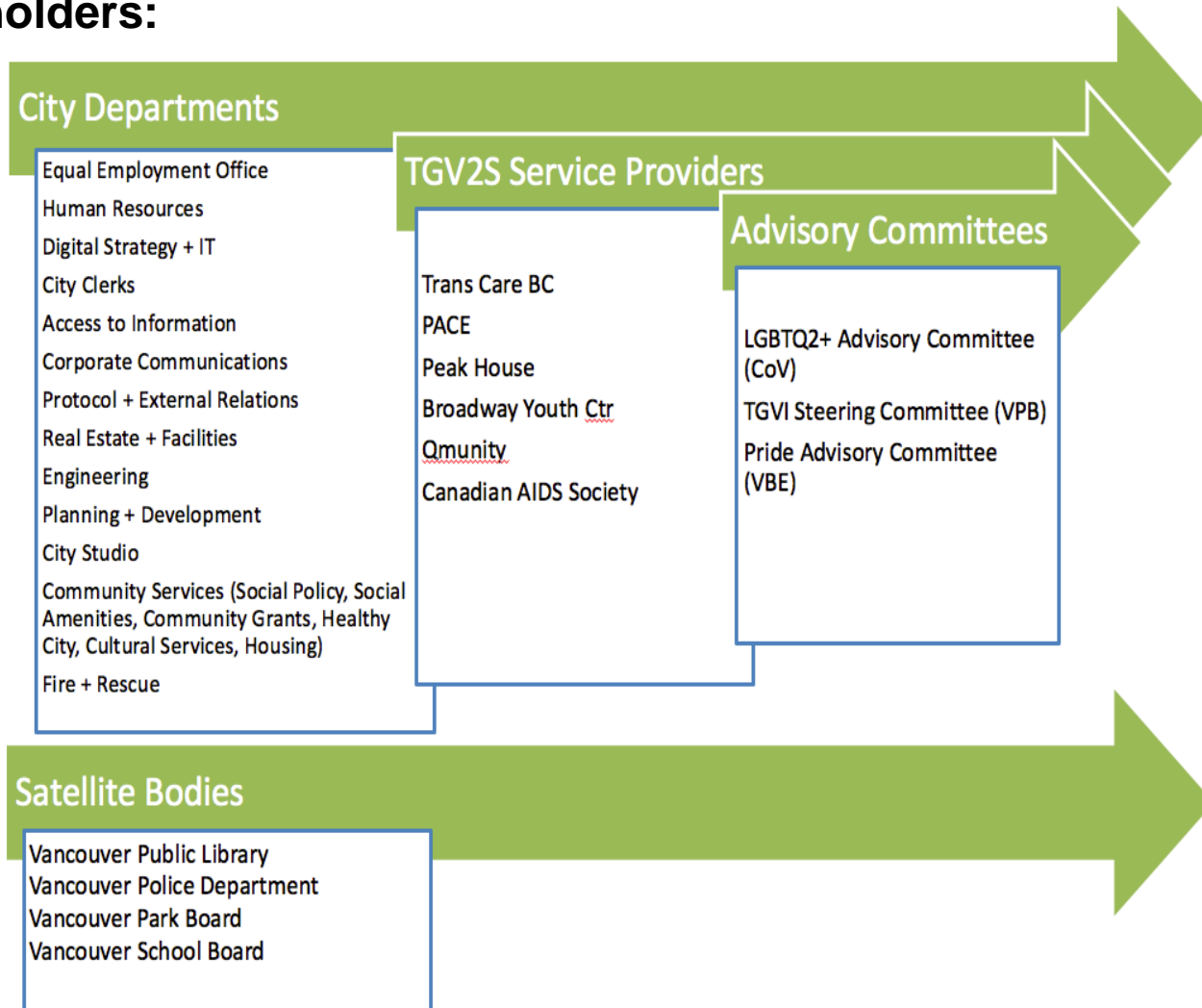
Gender Variant

- Gender identity (innate sense) does not conform to traditional binary expectations

Two Spirit

- A cultural and spiritual identity used by some Indigenous people to describe gender variance and sexuality
- Honours the First Nation's distinct experience of both gender identity and sexuality

Stakeholders:



Stakeholder Group Participation

Stakeholder Group	Method Details	# Participants
City Staff	Staff from more than 20 departments, clustered within six stakeholder groups.	28
VPD Staff	Two-hour consultation meeting.	3
VPL Staff	Two-hour consultation meeting.	5
Vancouver Park Board	Staff joined by one Commissioner in two-hour consultation meeting.	3
Vancouver Board of Education Staff	Two-hour consultation meeting.	3
Advisory Committees	A three-hour charrette was conducted with members of all three advisory committees invited.	8
TGV2S Service Providers	Staff from 6 organizations participated in 6 two-hour interviews.	7
Total # of Participants		57

- A. THAT Council receive the attached report, entitled “Trans*, Gender Variant and Two-Spirit Inclusion at the City of Vancouver” for information;**
- B. THAT Council direct staff to create an interdepartmental implementation team of staff to move forward with a Trans*, Gender Variant and Two-Spirit Inclusion action plan for the City, liaising with the City’s LGBTQ2+ Advisory Committee and Parks TGVI 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; and**
- 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.**

Pillar	Recommendation	VPB/VBE Rec
Pillar 1: Public Spaces, Facilities + Signage	Update single-user washroom signage to reflect Universal, functions-based designation	✓

Pillar	Recommendation	VPB/VBE Rec
Pillar 2: Programs + Services	Update grants priorities to reflect TGV2S inclusion	✓

Pillar	Recommendation	VPB/VBE Rec
Pillar 3: Human Resources	Ensure staff resources to lead implementation team and decide next steps, including associated budgets, to carry out TGV2S inclusion work	✓
	Provide TGV2S inclusion training to Corporate Management Team and General Managers	✓

Pillar	Recommendation	VPB/VBE Rec
Pillar 4: Communications + Data	Develop checklist for TGV2S inclusion in City of Vancouver Event protocols	✓

- Create interdepartmental team
- Implement Quick Starts, develop plan
Total recommendations = 14
with 31 sub-recommendations
- Yearly report back to Council
- Continue good work already underway

Trans*, Gender Variant and Two-Spirit (TGV2S) Inclusive Vancouver.



Making civic facilities, operations and programs **safe and inclusive.**

Vancouver Police Department video (2016)

“Walk with Me – Embracing the Transgender Community”

<https://www.youtube.com/watch?v=qtwBgm8HEpM>



Thinks, Moite
Tapadh Leibh
Merci
Mahalo
Dank U
Xie Xie
Spasibo
Thank you!
Gracias
Arigato
DO JEH
Dhanyavaad
GRAZIA

Universal Single-User Washroom Signage



Universal Single-User Washroom Signage with Changing Table

