

Proposed City of Vancouver 2STGD+ Safety & Inclusion Action Plan

RTS: 18451

Arts, Culture & Community Services (ACCS)

Council Presentation: February 24, 2026

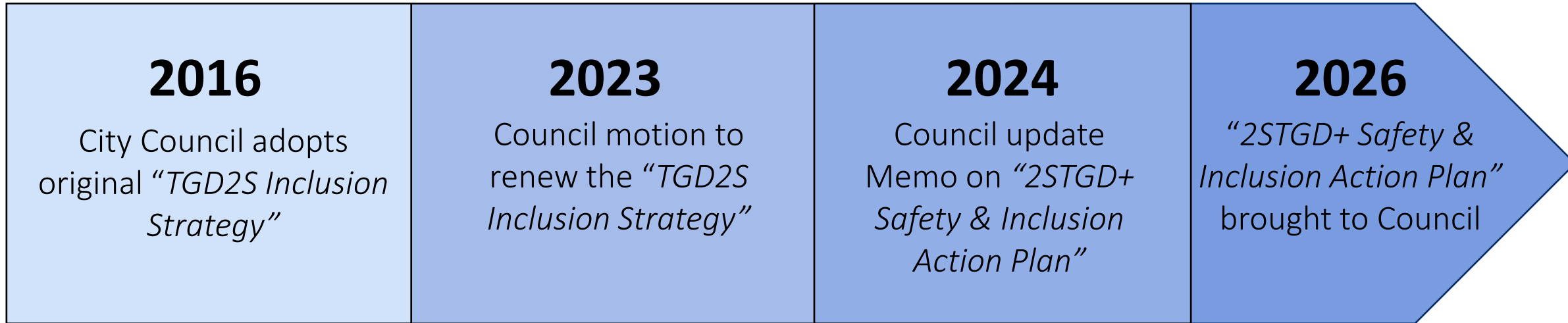


- **Council Motion** (November 29, 2023)
 - Renew a 2STGD+ Action Plan focused on safety and inclusion
 - Engage with partners, advisory committees, community leaders and organizations
 - Ensure plans, resources, engagements available in multiple languages
- **City Priorities**
 - Vibrant Vancouver – Strategic Objectives 1, 2, 5 , 7 & 8
 - Healthy City Strategy (Renewed)
 - Equity Framework
 - City of Reconciliation



1. Background





2016: TGV2S (Trans, Gender Variant, and Two-Spirit)



2023: TGD2S (Trans, Gender Diverse, and Two-Spirit)



2026: 2STGD+ (Two-Spirit, Trans, and Gender Diverse)

Why does this work matter?

2STGD+ people across Canada experience multifaceted discrimination that impacts their safety and well-being:



Hate Crimes: 388% increase in hate crimes against the 2SLGBTQI community in Canada (2016 - 2023)

Poverty: poverty rate in Canada is highest for non-binary people (17.8%), transgender women (11.1%) and transgender men (10.5%); By contrast, cisgender men (7.0%) and cisgender women (7.0%) are least likely to live in poverty

Employment: Gender diverse adults (18+) in Canada are generally younger, have higher disability rates, work fewer hours, and are more likely to be employed in lower-paid occupations than cisgender men.

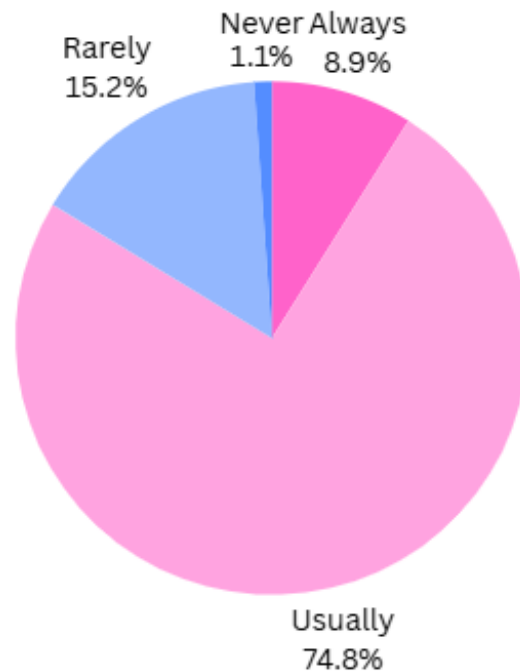
[references provided in Council report]

Engagement Highlights

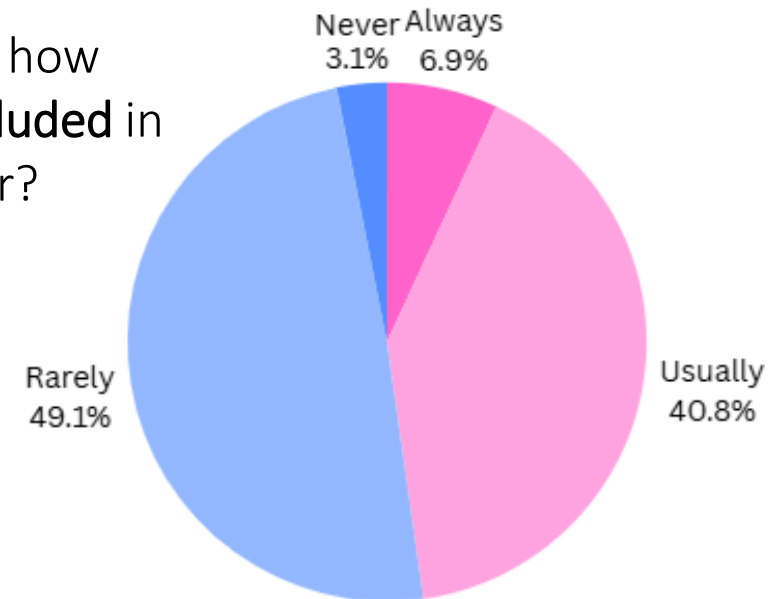
“It's not so much about making a bunch of trans specific services... It's more about making sure that the services that can be accessed by the 99% of society doesn't exclude trans people who need those services as well.” – Survey participant

“I am the parent of a transgender child. We moved our family to Vancouver specifically because of inclusion and openness in the city. I am proud of you for doing this; even asking the questions.” – Survey participant

As a 2STGD+ person, how often do you feel **safe** in the City of Vancouver?



As a 2STGD+ person, how often do you feel **included** in the City of Vancouver?



2. Proposed 2STGD+ Safety & Inclusion Action Plan



Vision: Gender equity is advanced so that everyone in Vancouver feels safe, represented and included.

Mission: The City of Vancouver reaffirms its commitment to advancing equity, safety, and the well-being of 2STGD+ residents and staff, particularly through recognizing and addressing systemic barriers in access to services.

**Housing &
Homelessness**

**Community
Spaces & Safety**

**Programs &
Services**

**Visibility &
Engagement**

**Human Resources
& Staff Experience**

ACTION PLAN GOALS and OBJECTIVES:	
HOUSING & HOMELESSNESS	<i>Improve housing and shelter options for the 2STGD+ community that are inclusive, accessible, and reflective of community needs and priorities.</i>
COMMUNITY SPACES & SAFETY	<i>Create and improve public spaces like streets, parks, and plazas that are inclusive, accessible, and welcoming for 2STGD+ individuals.</i>
PROGRAMS & SERVICES	<i>Develop, expand, and support programs and services that cater to the diverse needs of 2STGD+ individuals.</i>
VISIBILITY & ENGAGEMENT	<i>Enhance visibility of the 2STGD+ community in city communications and better engage 2STGD+ people in City consultations.</i>
HUMAN RESOURCES & STAFF EXPERIENCE	<i>Foster an inclusive and supportive work environment for 2STGD+ people working at the City of Vancouver.</i>

Within each Goal, work is further grouped by:

- ✓ Partnerships
- ✓ Capacity-building
- ✓ Programs, services, infrastructure

Alignment to Healthy City Strategy

2STGD+ Safety and Inclusion Action Plan goal areas in the Healthy City Strategy

	Indigenous Rights and Reconciliation	Equity and Intersectionality	Accessibility and Inclusion	Good Health Throughout Life	Affordable, Safe, Secure Housing	Food Systems	Care and Support Networks	Income and Economy	Community Safety	Belonging and Connection	Active Living	Arts, Culture, and Learning	Sustainable Transportation	Complete Neighbourhoods	Climate Change and Disaster Resilience
Housing and Homelessness															
Community Spaces and Safety															
Programs and Services															
Visibility and Engagement															
Human Resources and Staff Experience															

Sample Actions

Goal Area	# of Actions	Sample Action (Appendix B)
HOUSING & HOMELESSNESS	9 Actions	Update Non-Market Housing Operations housing applications, tenant profile sheets, and intake processes to identify support for chosen family compositions, and to include 2STGD+ welcoming language and gender identification options. (Action 1.2)
COMMUNITY SPACES & SAFETY	5 Actions	Continue to integrate 2STGD+inclusion principles into the planning, design, and renewal of applicable City-owned washroom and changeroom facilities, guided by best practice standards and community feedback. (Action 2.2)
PROGRAMS & SERVICES	7 Actions	Assess opportunities to measure, evaluate, and allocate resources to 2STGD+ cultural programs, and expand targeted supports for organizations, artists, art spaces, and cultural production. (Action 3.7)
VISIBILITY & ENGAGEMENT	4 Actions	Update City of Vancouver communications and website for 2STGD+ inclusive language and expand the site with programs, policies, and resources for 2STGD+ communities. (Action 4.4)
HUMAN RESOURCES & STAFF ENGAGEMENT	5 Actions	Extend awareness by continuing to deliver the existing gender diversity awareness courses. (Action 5.4)

3. Summary



The *2STGD+ Action Plan* works to advance safety, inclusion, and access for 2STGD+ residents and staff by strengthening housing, services, public spaces, visibility, and workplace supports

- 2026 to early 2027 focus
- 30 Actions, City-wide

Actions have been departmentally scoped to resources, and assessed for impact, feasibility, City jurisdiction, and measurable outcomes.

- Actions for 2027 and beyond are under development as part of future planning considerations
- Work continues with municipal and intergovernmental partners (e.g. VPL, VPD, Park Board)
- Anticipate an annual evaluation and update reporting

Recommendations to Council:

- A. THAT Council approve the renewed 2STGD+ Safety and Inclusion Action Plan as presented in this report.
- B. THAT Council direct staff to report back annually with implementation updates, outlining progress on actions and proposed future year actions in alignment with this renewed framework.
- C. THAT Council direct staff to provide the renewed 2STGD+ Safety and Inclusion Action Plan to the Vancouver Public Library Board, the Vancouver Board of Parks and Recreation, and the Vancouver Police Board for their awareness and consideration of strategic alignment.

 CITY OF
VANCOUVER

