



## 2017-2018 Work Plan LGBTQ2+ ADVISORY COMMITTEE

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### The Committee's Mandate

- Exchange information with the lesbian, gay, bisexual, transgender, two-spirit and queer communities and the general public about relevant programs and issues of interest
- Engage in outreach to the LGBTQ2+ communities to disseminate information and encourage participation
- Work co-operatively with other civic agencies whose activities affect LGBTQ2+ communities, including initiating and developing relevant projects
- Provide input to City Council and city staff about issues of concern, including matters that require action by the City
- Act as a resource for staff doing public involvement processes
- Work with city staff to ensure that City facilities and events are accessible for people who identify as outside the gender binary

### 2017-2018 Objectives

**Objective 1: Gather information and identify the matters affecting the Vancouver LGBTQ2+ community and advise staff and City Council on those issues.**

By engaging in outreach to stakeholders from LGBTQ2+ community groups in Vancouver to gather information about important community matters, the Committee will be satisfying the outreach and awareness mandate. By advising City Council and staff the Committee will fulfill both the advisory mandate and the collaboration mandate.

**Objective 2: Continue building its relationships with stakeholders in the LGBTQ2+ community, other civic agencies and the broader Vancouver community.**



In addition to reaching out, collaborating and exchanging information with community organizations, the Committee will engage and collaborate on intersectional issues with other committees such as the Urban Aboriginal Peoples Advisory Committee, the Seniors Advisory Committee, the Women's Advisory Committee, the Persons with Disabilities Advisory Committee and the Trans\* and Gender Variant Inclusion (TGVI) Steering Committee.

**Objective 3: Raise visibility and increase inclusivity of the LGBTQ2+ community in Vancouver.**

Building on the information and relationships worked on through the first two objectives, the Committee will work with staff and other civic agencies to raise awareness about the LGBTQ2+ and to improve inclusivity of the LGBTQ2+ community and issues in city initiatives.

**Objective 4: Investigate existing community LGBTQ2+ archives and initiatives and reach out to find synergies between the City and the LGBTQ2+ community for supporting LGBTQ2+ archives, including support relating to the "LGBTQ2+ museum" aspect of the second phase of the Davie Street Revitalization Project.**

The Committee will collaborate with community groups and individuals involved in archiving LGBTQ2+ history so that it can advise city staff about the museum piece for the second phase of the Davie Street Revitalization Project. This will align with the mandate to exchange information with the community and city staff about the second phase of the Davie Street Revitalization Project.

## Action Plan

| Timeline                           | Action Items   | Committee Resources  | Expected Outcomes   | Partners/Stakeholders   |
|------------------------------------|--|--|---|---|
| Target start and completion dates. | Specific action items integral to accomplish the stated objective.   | Identify working groups, subcommittees, and/or committee member(s) responsible to lead the objective.            | Expected achievements and deliverables from each action item.   | Opportunities or needs to collaborate with groups / organizations within or outside of the City.  |
| <b>Information Gathering</b>       |  |  |   |   |
| 5/1/2017 - 9/1/2018                | Meet and engage with community stakeholders on an ongoing basis throughout the term to discuss current issues affecting the Vancouver LGBTQ2+ community. | The Committee through its various subcommittees and by invitation to attend Committee and Subcommittee meetings. | Identify issues affecting LGBTQ2+ community in Vancouver to determine how the City may influence resolution of such matters.  | (TGVI) Steering Committee, Qmunity, Quirk-e, BOLD, Gay and Gray, Seniors Advisory Committee, Urban Aboriginal Peoples Advisory Committee, City Staff. |
| 5/1/2017 - 9/1/2018                | Attend UAPAC meetings to provide an update on the Committee's work and its subcommittees and the emphasis on reconciliation in the LGBTQ2+ community     | Reconciliation Subcommittee members  | Collaborate with UAPAC to determine how the Committee can be a part of the Gathering of Canoes for the July 2017 150+ celebrations. Also work with UAPAC to determine general reconciliation issues in the Vancouver 2-spirit community where the committees could collaborate. | UAPAC, Manager of Aboriginal Relations: Ginger Gosnell-Myers. 2 Spirit community members and organizations.   |
| 5/1/2017 - 9/1/2018                | Work with city staff to identify Reconciliation Initiatives and ensure that Two Spirit people are represented in those initiatives.                      | Reconciliation Subcommittee members  | Ensuring that Two Spirit people are included in Reconciliation initiatives.   | City Staff, UAPAC, 2 Spirit community members and organizations.  |

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| 5/1/2017 - 9/1/2018                | Work with city staff to identify data that will provide information on various LGBTQ2+ subgroups.  | Older Adults Subcommittee, Youth Subcommittee, Housing Subcommittee                                   | Obtain city data concerning LGBTQ2+ older adults and youth.   | Committee Liaisons and other City Staff  |
| 5/1/2017 - 9/1/2018                | Gather information on hate crimes directed at the LGBTQ2S+ communities in Vancouver  | Policing subcommittee   | To have an ongoing reporting structure to track hate crime trends specific to the LGTBQ2S+ communities. | VPD  |
| 6/1/2017 - 9/1/2017                | Demographic research concerning trans and gender variant youth and their experiences with housing in Vancouver by reviewing Parks and Rec research results analysis                | Housing Subcommittee  | Gain clarity on number of youth affected  | City Staff   |
| 6/1/2017 - 11/1/2017               | Conduct community research scan concerning what trans and gender variant youth desire / request concerning housing   | Housing Subcommittee  | Gain clearer direction regarding what is actually needed.   | City Staff, Community  |
| 6/1/2017 - 12/1/2017               | Look into Council's mandate on housing as it relates to trans and gender variant youth and determine what past committee members have accomplished working with city organizations | Housing Subcommittee  | Ensure no duplication of efforts  | City Staff   |

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| 6/1/2017 - 9/1/ 2018               | Research other progressive cities housing solutions for trans and gender variant youth   | Housing Subcommittee  | Gain perspectives on possible housing options                                      | City Staff, other municipalities, community groups   |
| 6/1/2017 - 9/1/ 2018               | Research funding options for housing trans and gender variant youth, particularly VPD funding.   | Housing Subcommittee  | Identify available funding sources   | VPD Liaison, City Staff  |
| 6/1/2017 - 5/17/2018               | Recommend the creation of an annual Day of Pink aligned with International Day Against Homophobia and Transphobia: <ul style="list-style-type: none"> <li>- Identify resources and contacts leveraged in previous day of pink event.</li> <li>- Collaborate with stakeholders to identify needs/supports</li> <li>- Work with City Staff to identify a venue</li> <li>- Create a sustainable event plan for easy replication</li> <li>- Identify which body will be responsible for sustaining the event annually</li> <li>- Organize and host the first Annual Day of Pink Event</li> </ul> | Youth Subcommittee  | Create an easy to follow event plan that can be easily replicated in future years. | City Staff<br>VPL<br>VSB<br>Past organizers<br>Community leaders<br>Community members<br>Out on Screen |
| 5/1/ 2017 - 9/1/2018               | Conduct an environmental scan of existing services and supports  | Youth Subcommittee  | Compile a list of resources that could be made available publicly                  | Other Advisory Committee Members   |

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|                                    | for Vancouver LGBTQ2+ youth:<br>- Work with Staff Liaisons to identify current resource targeting youth in Vancouver<br>- Research current definitions of “youth” at civic level<br>- Make recommendations that could make existing resources more queer friendly |   | for queer youth to access, and develop competency and awareness amongst Advisory Committee Members.   | City Staff Liaisons<br>Community members  |
| 5/1/2017 - 9/2018                  | Consult with community stakeholders and invite speakers to our working group to speak to the issue of reparative therapy: Research logistics on how business licenses are obtained and allocated in relation to reparative therapy practitioners.                 | Reparative Therapy Subcommittee   | Be able to inform policy advice to restrict business licenses that support or perform reparative therapy.   | Organizations that have, or, currently practice reparative therapy, alongside survivors of reparative therapy and the larger LGBTQ2+ community. |
| 5/1/2017 - 9/1/2017                | Meet, engage, and invite community stakeholders to participate on an ongoing basis throughout the term to discuss current issues relating reparative therapy.   | Reparative Therapy Subcommittee   | Gather a stronger understanding of important stakeholders and perspectives informative to having a nuanced and stronger interpretation of the major implications of reparative therapy.<br><br>Make formal recommendations to Provincial legislatures so that a | Survivors of reparative therapy. Medical and psychiatric authorities, legal authorities, and educational authorities.                           |

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|  |   |   | business license may not be issued by any organization, business or non-profit practicing nor endorsing conversion therapy.  |  |
| 5/1/2017 - 9/2018                      | Research organizations working against, or, doing reparative therapy.   | Reparative Therapy Subcommittee   | Be able to inform policy advice around reparative therapy through having listened to multiple perspectives involved in the administration of such practices.<br><br>Make formal recommendation to City Council that the City amend licensing so that the City will not issue a business license to any organization, business or non-profit practicing nor endorsing conversion therapy. | Organizations that have, or, currently practice reparative therapy.  |
| <b>Continued Relationship Building</b> |   |   |  |  |
| 5/1/2017 - 9/1/2018                    | Meet with LGBTQ2+ community groups and exchange information   | Committee members   | Meet with at least four LGBTQ2+ community groups by December 2017.   | Community, Quirk-e, BOLD, Gay and Gray.  |
| 5/1/2017 - 9/1/2018                    | Attend UAPAC and other advisory committee meetings regularly to provide updates on the Committee's work to find synergies among agencies. | Committee members   | Report and provide timely updates to other advisory committees.  | Urban Aboriginal Peoples Advisory Committee, Seniors Advisory Committee, Persons with Disabilities Committee |

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|                                    | Create a working group with stakeholders to support reparations efforts with the LGBTQ2S+ and Black, Indigenous, People of Colour (BIPOC) communities in Vancouver.          | Policing subcommittee   |  |  |
| 5/1/2017 - 9/1/2018                | Strengthen collaborative efforts with VPD by inviting VPD liaison officer to attend Committee meetings and report on relevant issues involving police and LGBTQ2+ community. | Policing Subcommittee   | Increase contact and collaboration between the City of Vancouver and the VPD surrounding LGBTQ2S+ communities  | VPD  |
| 5/1/2017 - 6/1/2018                | Create a working group with stakeholders to support reparations efforts with the LGBTQ2S+ and Black, Indigenous, People of Colour (BIPOC) communities in Vancouver.          | Policing Subcommittee   | To complete an environmental scan and needs assessment to make recommendation in report to Council concerning possible reparation steps the City could take. | City Staff, Community groups, stakeholders   |



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| <b>Raise visibility and increase inclusivity of LGBTQ2+ Community</b> |  |   |   |   |
| 5/1/2018 - 6/1/2017   | Work with City Staff liaison to place posters featuring LGBTQ2+ older adults in all Vancouver community centres for International Day Against Homophobia on May 17.  | Older Adults Subcommittee members   | Raise awareness and visibility of LGBTQ2+ older adults to community centre users and staff.   | Park Board Staff, Community Centres Programming Staff.  |
| 5/1/2017 - 6/1/2018   | Identify funding sources for LGBTQ2+ competency training for Vancouver Community Centres or other  | Older Adults Subcommittee members   | Determine where funding for such training exists  | Park Board Staff Liaison, Seniors' Program Staff at Community Centres, Council.   |
| 5/1/2017 - 6/1/2018   | Increase reparations efforts for the Black, Indigenous, People of Colour who are also part of the LGBTQ2S+ communities of Vancouver  | Policing Subcommittee   | Recommendation report regarding possible reparation steps the City of Vancouver could take.   | City staff, community stakeholders,   |
| 5/1/2017 - 5/1/2018   | Work with the VSB and the Provincial Safer Schools Working Group to develop a pilot program for queer inclusive sex education in a Vancouver school:<br><br>- Meet with current VSB provincially appointed trustee<br>- Meet with Provincial Working | Youth Subcommittee  | Creation of easy to access resources to support the Provincial Safer Schools Working Group in the creation and implementation of their queer inclusive sexual health program. | City Staff<br>VSB<br>The Network: BC's gbMSM Health Resource<br>Provincial Safer Schools Working Group<br>SOGI 123<br>ARC Foundation<br>YouthCO HIV & Hep C |

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|  | Group to identify opportunities for support at the civic level<br>- Research existing sexual health resources available through city programs<br>- Identify sexual health educators working in the City of Vancouver |   |  | Society  |
| <b>LGBTQ2+ Archives and Phase 2 of Davie Street Revitalization</b> |  |   |  |  |
| 6/1/2017 - 9/1/2018  | Reach out to the LGBTQ2+ community and investigate to find synergies for archival projects which the City could support.   | Older Adults Subcommittee members and Davie Street Revitalization Subcommittee members.               | Create list of formal and informal LGBTQ2+ archival materials and initiatives. Connect community members holding historical artifacts with archive sources. Develop ideas for museum piece of Davie Street revitalization project. | City Staff, SFU, UBC, UVic, community members, Queer Film Fest, Qmunity, and others.             |