

File No.: 04-1000-20-2017-292

September 11, 2017

s.22(1)

Dear s.22(1)

Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")

I am responding to your request of July 28, 2017 for:

Any and all correspondence, emails and notes related to Sex Work Response Guidelines - Vancouver including but not limited to any minutes of meetings, tutorials, training session materials, list of participants (including City of Vancouver staff participants), policy advisories, informational circulars and policy implementation protocols for staff from January 1, 2014 to July 28, 2017.

All responsive records are attached. Some information in the records has been severed, (blacked out), under s.13(1), s.14, and s.22(1) of the Act. You can read or download this section here:

[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeside/96165\\_00](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96165_00)

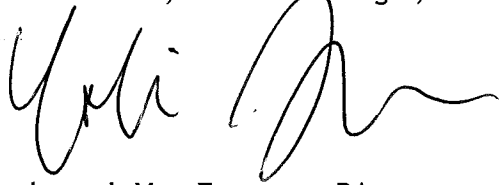
Under section 52 of the Act you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your request. The Act allows you 30 business days from the date you receive this notice to request a review by writing to: Office of the Information & Privacy Commissioner, [info@oipc.bc.ca](mailto:info@oipc.bc.ca) or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number assigned to your request (#04-1000-20-2017-292); 2) a copy of this letter; 3) a copy of your original request for information sent to the City of Vancouver; and 4) detailed reasons or grounds on which you are seeking the review.

Please do not hesitate to contact the Freedom of Information Office at [foi@vancouver.ca](mailto:foi@vancouver.ca) if you have any questions.

Yours truly,

Cobi Falconer, FOI Case Manager, for

A handwritten signature in black ink, appearing to read 'Cobi Falconer', written over the typed name.

**Barbara J. Van Fraassen, BA**  
**Director, Access to Information**

*Barbara.vanfraassen@vancouver.ca*  
453 W. 12th Avenue Vancouver BC V5Y 1V4  
Phone: 604.873.7999  
Fax: 604.873.7419

Encl.

:cf

**From:** [fenella@dscomgroup.ca](mailto:fenella@dscomgroup.ca)

**To:** "Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)>

**Date:** 7/21/2016 8:47:02 AM

**Subject:** Baldwin's Edits for the Sex Work Response Guidelines - revised translation + invoice attached

**Attachments:** Draft City of Vancouver Sex Work Response Guidelines - simplified Chinese-revised.doc  
Draft City of Vancouver Sex Work Response Guidelines - simplified Chinese-revised.pdf  
CityVan-01-2016.pdf

Hello Ty,

Sorry for the delay. Please find attached the revised translation in both word & PDF, as well as our invoice for the job.

Kindly confirm receipt & let me know if you have any further questions.

Once again, thank you for your patience & understanding!

Fenella

On Tue, 28 Jun 2016 16:53:59 +0000

"Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)> wrote:

> Hi Fenella,

> Baldwin has returned from his vacation and reviewed the  
> translation to ensure it reflected the intention of the  
> Guidelines. I did not expect you or your team to worry  
> about that.

> As I suspected, this is an excellent translation with  
> only a few minor revisions required prior to completion.  
> Baldwin has kindly noted them on the attached document.  
> They are as follows:

> s.13(1)

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> Please feel free to call me if you need any further  
> clarification and after you send the final version ,  
> please send me an invoice so we can pay you for all your  
> work.

> Many thanks,

> Ty

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>

> Ty Mistry | Social Planner

> Community Services | City of Vancouver

> t. 604.871.6697 | f. 604.871.6048

> [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)<<mailto:ty.mistry@vancouver.ca>>

>



















#720 - 999 West Broadway  
 Vancouver, B.C. Canada V5Z 1K5  
 Phone: (604) 734-5607  
 Fax: (604) 730-0970  
 E-mail: office@dscomgroup.ca

[www.dscomgroup.ca](http://www.dscomgroup.ca)

## INVOICE

**GST Registration no.:** 86177 1228 RT0001

Our invoice no.: CityVan-01-2016

In Account with: City of Vancouver Community Services  
 Woodward's Heritage Building  
 #501-111 West Hastings Street  
 Vancouver, B.C. V6B 1H4

Re: City of Vancouver Sex Work Response Guidelines

Attn: Ty Mistry, Social Planner  
 Via email: [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

Date: July 20, 2016

Language: English to simplified Chinese

Professional fee:  
 GST at: 5%  
 Total amount payable

Amount payable

\$700.00

\$35.00

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**\$735.00**

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Payment due upon receipt of invoice.

Monthly interest rate at 2% (24% per annum) may apply on overdue amount.

Please make cheque payable to **DS Communications Group Ltd.** at the address above.

Thank you.

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>

**To:** [fenella@dscomgroup.ca](mailto:fenella@dscomgroup.ca)

**Date:** 6/28/2016 9:53:59 AM

**Subject:** Baldwin's Edits for the Sex Work Response Guidelines

**Attachments:** Baldwin's edits for City SW Guidelines.pdf

Hi Fenella,

Baldwin has returned from his vacation and reviewed the translation to ensure it reflected the intention of the Guidelines. I did not expect you or your team to worry about that.

As I suspected, this is an excellent translation with only a few minor revisions required prior to completion.

Baldwin has kindly noted them on the attached document.

They are as follows:

s.13(1)



Please feel free to call me if you need any further clarification and after you send the final version , please send me an invoice so we can pay you for all your work.

Many thanks,

Ty

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)









**From:** "Mistry, Ty" <ty.mistry@vancouver.ca>

**To:** "Susan Tatoosh" <executivedirector@vafcs.org>  
 pace-admin@telus.net <'pace-admin@telus.net'>  
 "Matthew Taylor" <matthew@checkhimout.ca>  
 info@swanvancouver.ca <'info@swanvancouver.ca'>  
 "Lisa Gibson" <lisa.gib@gmail.com>  
 director@bwss.org <'director@bwss.org'>  
 "Camila Jimenez" <cjimenez@plea.bc.ca>  
 joycearthur@shaw.ca <'joycearthur@shaw.ca'>  
 "AIRTH, Cita" <cita.airth@vpd.ca>  
 "Ann Alexander" <AAlexander@plea.bc.ca>  
 "Muir, Suzanne" <suzanne.muir@vpd.ca>  
 "Dena Klashinsky" <execdir@unya.bc.ca>  
 "Toma, Andreea" <andreea.toma@vancouver.ca>  
 "Bond, Abigail" <Abigail.Bond@vancouver.ca>  
 "WISH E D" <wishdropincentre@shaw.ca>  
 programdirector <programdirector1@vafcs.org>  
 "Hurford, Dianna" <dianna.hurford@vancouver.ca>  
 "Mauboules, Celine" <celine.mauboules@vancouver.ca>  
 "Gossen, Cristan" <Cristan.Gossen@vancouver.ca>  
 "Brenda Belak" <brenda@pivotlegal.org>  
 "Pace Support" <pace-support@telus.net>  
 Sheri <pace-education@telus.net>

**Date:** 9/8/2015 11:23:23 AM

**Subject:** City of Vancouver Releases Sex Work Response Guidelines

Dear all,

We are very pleased to announce the release of the *City of Vancouver Sex Work Response Guidelines*.

The guidelines, developed in collaboration with Living in Community and the City of Vancouver (CoV) Sex Work and Sexual Exploitation Reference Group, promote a balanced and coordinated approach across CoV departments when responding to issues relating to sex work. Grounded in a human rights-based approach, the goal is to ensure that all individuals engaged in sex work receive nondiscriminatory, respectful, and consistent treatment when they are accessing CoV services or interacting with CoV employees.

The guidelines build upon the work of the CoV Task Force on Sex Work and Sexual Exploitation and the recommendations from the Missing Women Commission of Inquiry. This effort, paired with the implementation of related staff training, is part of our ongoing commitment to develop inclusive policies and best practices to increase the health and safety of sex workers, and communities impacted by sex work.

Link to introduction to guidelines and related progress:

<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

Direct link to guidelines:

<http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Please disseminate the guidelines to all your relevant networks and partners.

Apologies for any cross-posting, we want to ensure all our community partners are informed.

Best regards,

Ty Mistry and Jessica Wood

Ty Mistry | Social Planner  
 Community Services | City of Vancouver  
 t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>

**To:** "Aujla, Bill" <[bill.ajula@vancouver.ca](mailto:bill.ajula@vancouver.ca)>

**Date:** 9/17/2015 9:34:39 AM

**Subject:** City of Vancouver Sex Work Awareness Training and Introduction to the Sex Work Response Guidelines Sept 29th

Dear Bill,

On behalf of Social Policy, I would like to invite you and your staff to attend a workshop on Tuesday, September 28th, from 1-4pm designed to enhance City staff's awareness of the complexity of sex work to best respond to the needs of all residents and communities. As many sex workers face significant stigma and other barriers when attempting to access mainstream services, the goal of this training is to ensure fair and consistent treatment when they are accessing City services or interacting with City employees.

In July the City Manager and the Corporate Management Team approved the *City of Vancouver Sex Work Response Guidelines* (link below) with the understanding that staff training is required to implement them. The guidelines outline a respectful, non-discriminatory and consistent approach towards all individuals engaged in sex work by City staff during the course of their professional duties and have been disseminated both internally and publicly.

This effort, in addition to the training, reflects our ongoing commitment to address the issues of sex work from a human rights perspective and promote a balanced and coordinated municipal approach to create safer and healthier communities for all.

We would like three employees from your department to participate. Seating is limited so please RSVP to [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca) by Monday, September 21st. The guidelines and other policy & training background information are provided below.

Thank you,  
Ty

Background:

City of Vancouver Sex Work Response Guidelines: Released September 8th, 2015

The guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work. In 2013, the Vancouver Police Department adopted their *Sex Work Enforcement Guidelines* that are centered on 'balancing the needs of the community and the safety of sex workers.' The below guidelines outline a similar approach for all City employees.

Read the Sex Work Response Guidelines: <http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Sex Work Awareness Training:

In 2012 the City of Vancouver Task Force on Sex Work and Sexual Exploitation contracted Living in Community (LIC) to develop and deliver training tailored for key City departments to examine individual, organizational and societal beliefs of sex work and the resulting impact on the delivery of services.

You can find out more information at [www.livingincommunity.ca](http://www.livingincommunity.ca).

During the training, staff will:

- Learn about the purpose and objectives of the City's Sex Work Response Guidelines.
- Identify individual and cultural values, beliefs, and stereotypes in regard to sex work and sex workers.
- Identify how organizational culture can affect how services are provided to sex workers.
- Acquire awareness/skills necessary to effectively respond to the needs of sex workers.

Related City links:

- Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation: <http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

- City of Vancouver response to Missing Women Commission of Inquiry: <http://former.vancouver.ca/ctyclerk/cclerk/20131218/documents/cfsc7.pdf>

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

**From:** ["Mistry, Ty" <ty.mistry@vancouver.ca>](mailto:ty.mistry@vancouver.ca)  
**To:** ["Marriott, Peter" <peter.marriott@vancouver.ca>](mailto:peter.marriott@vancouver.ca)  
**Date:** 8/27/2015 1:13:26 PM  
**Subject:** s.14

Just for context – Asked Jess to send it to her – below is her response. I'll have this resolved by next week. She did make two statements stronger.

s.14



Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

<b>From:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>To:</b>	<a href="mailto:Ty.Mistry@vancouver.ca">"Mistry, Ty" &lt;Ty.Mistry@vancouver.ca&gt;</a>
<b>Date:</b>	7/31/2017 3:29:02 PM
<b>Subject:</b>	HP Records Manager Document : DOC/2015/209477 : CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06
<b>Attachments:</b>	CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06.tr5 CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06.PPTX

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Record Number:DOC/2015/209477

Title:CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06





























<b>From:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>To:</b>	<a href="mailto:Ty.Mistry@vancouver.ca">"Mistry, Ty" &lt;Ty.Mistry@vancouver.ca&gt;</a>
<b>Date:</b>	7/31/2017 3:23:27 PM
<b>Subject:</b>	HP Records Manager Document : DOC/2016/098805 : CS - Social Policy- Municipal Approach to Sex Work - Gathering Place Presentation
<b>Attachments:</b>	CS - Social Policy- Municipal Approach to Sex Work - Gathering Place Presentation.tr5 CS - Social Policy- Municipal Approach to Sex Work - Gathering Place Presentation.PPTX

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Record Number:DOC/2016/098805

Title:CS - Social Policy- Municipal Approach to Sex Work - Gathering Place Presentation

# Municipal Approach to Sex Work in Vancouver



8/9/2017

# Health and Safety of Sex Workers in Vancouver

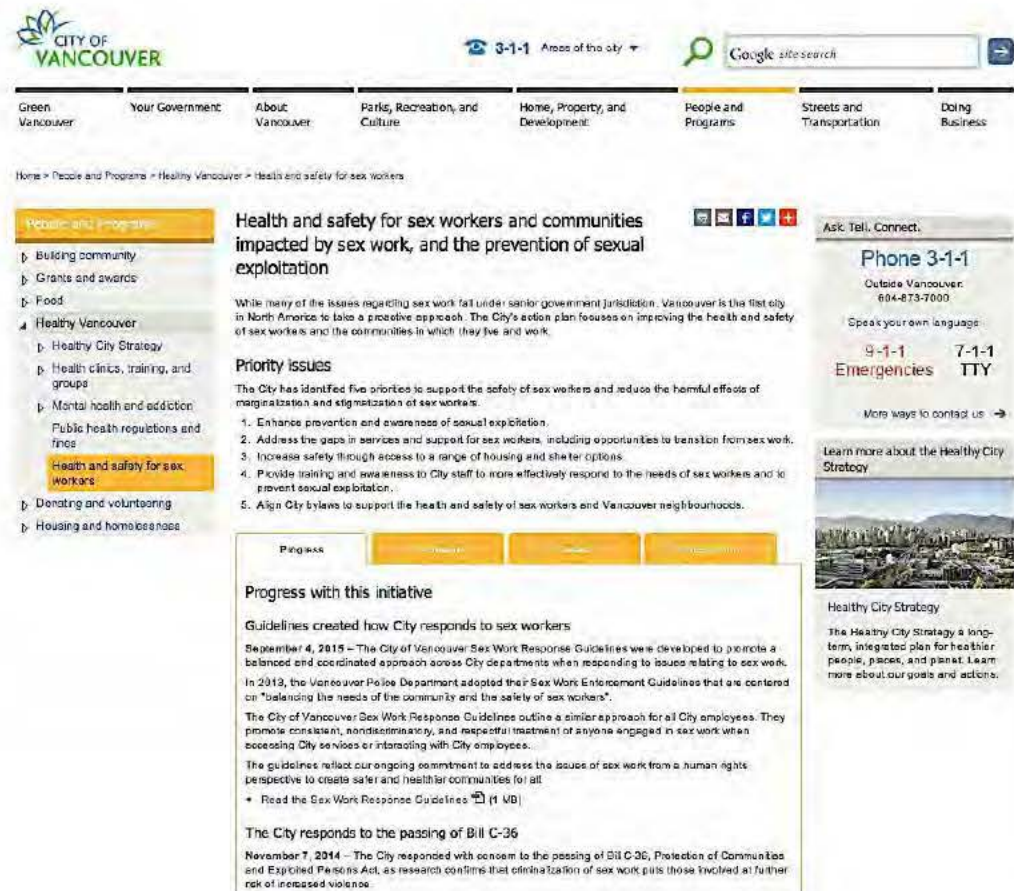
## 1. Background/Context

## 1. Societal Stigma of sex work

## 1. CoV approach to Sex Work

## 2. Responding to the needs/Resources

## 3. Discussion



**CITY OF VANCOUVER**

3-1-1 Areas of the city

Google site search

Green Vancouver | Your Government | About Vancouver | Parks, Recreation, and Culture | Home, Property, and Development | **People and Programs** | Streets and Transportation | Doing Business

Home > People and Programs > Healthy Vancouver > Health and safety for sex workers

**People and Programs**

- Building community
- Grants and awards
- Food
- Healthy Vancouver**
  - Healthy City Strategy
  - Health clinics, training, and groups
  - Mental health and addiction
  - Public health regulations and fines
  - Health and safety for sex workers**
- Donating and volunteering
- Housing and homelessness

**Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation**

While many of the issues regarding sex work fall under senior government jurisdiction, Vancouver is the first city in North America to take a proactive approach. The City's action plan focuses on improving the health and safety of sex workers and the communities in which they live and work.

**Priority issues**

The City has identified five priorities to support the safety of sex workers and reduce the harmful effects of marginalization and stigmatization of sex workers:

1. Enhance prevention and awareness of sexual exploitation.
2. Address the gaps in services and support for sex workers, including opportunities to transition from sex work.
3. Increase safety through access to a range of housing and shelter options.
4. Provide training and awareness to City staff to more effectively respond to the needs of sex workers and to prevent sexual exploitation.
5. Align City bylaws to support the health and safety of sex workers and Vancouver neighbourhoods.

**Progress**

**Progress with this initiative**

**Guidelines created how City responds to sex workers**

**September 4, 2015** – The City of Vancouver Sex Work Response Guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work. In 2013, the Vancouver Police Department adopted their Sex Work Enforcement Guidelines that are centered on "balancing the needs of the community and the safety of sex workers".

The City of Vancouver Sex Work Response Guidelines outline a similar approach for all City employees. They promote consistent, nondiscriminatory, and respectful treatment of anyone engaged in sex work when accessing City services or interacting with City employees.

The guidelines reflect our ongoing commitment to address the issues of sex work from a human rights perspective to create safer and healthier communities for all.

• Read the Sex Work Response Guidelines PDF (1 MB)

**The City responds to the passing of Bill C-36**

**November 7, 2014** – The City responded with concern to the passing of Bill C-36, Protection of Communities and Exploited Persons Act, as research confirms that criminalization of sex work puts those involved at further risk of increased violence.

Ask Tell Connect.

**Phone 3-1-1**  
Outside Vancouver  
604-673-7000

Speak your own language

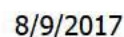
**9-1-1 Emergencies** | **7-1-1 TTY**

More ways to contact us →

Learn more about the Healthy City Strategy

**Healthy City Strategy**

The Healthy City Strategy is a long-term, integrated plan for healthier people, places, and planet. Learn more about our goals and actions.



## SOCIAL PLANNERS

The health and safety of sex workers, the prevention of child and youth exploitation, and addressing the impacts of sex work on communities.

### STREET-BASED SEX WORK

- DTES and throughout Vancouver
- Focus on Indigenous women in Downtown Eastside



### INDOOR SEX WORK

- All genders, ages, backgrounds
- Apartments, Health Enhancement Centers, hotels etc.



## stig·ma

/ˈstigmə/

*noun*

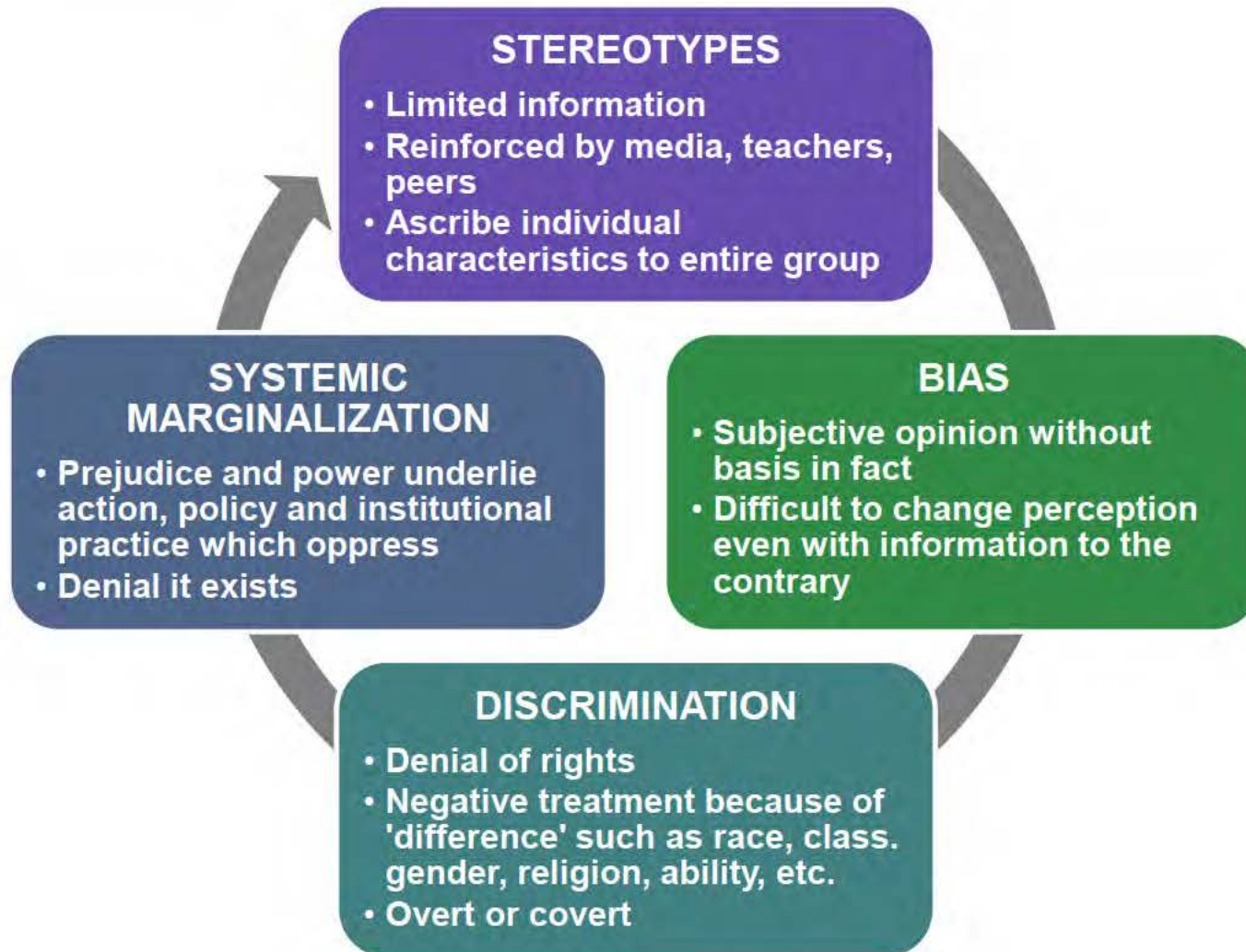
a mark of disgrace associated with a particular circumstance, quality, or person.

"the stigma of mental disorder"

*synonyms:* shame, disgrace, dishonor, ignominy, opprobrium, humiliation, (bad) reputation



# Stereotypes → Systemic Marginalization



## Continuum of Choice

Individual has  
choice & control  
/influence in  
exchange

Choice diminishes.  
Individuals can  
refuse but risk  
financial or  
other loss

Control is systemic.  
Only external  
forces dictate  
exchange.

Sexual exchange  
for pleasure or  
love

Sex Work

Sexual exchange  
for status or  
power

Obligated  
sexual exchange

Rape  
Trafficking



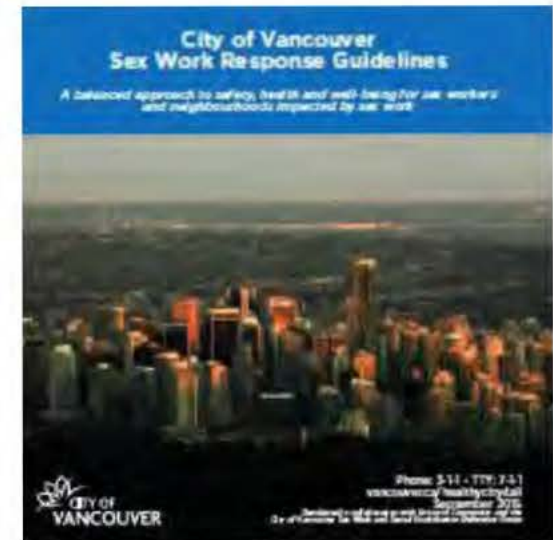
**We have made an organizational commitment to respect, protect and fulfill the human rights of sex workers.**

- ✓ Opposed the criminalization of sex work
- ✓ Take a balanced, coordinated and non-discriminatory approach to address community concerns
- ✓ Include the needs/realities of sex workers and sexually exploited youth in related City strategies
- ✓ Deliver City-wide anti-stigma and diversity training
- ✓ Developed the **CoV Sex Work Response Guidelines**



VANCOUVER POLICE DEPARTMENT  
**SEX WORK ENFORCEMENT GUIDELINES**  
ADOPTED JANUARY 2011

PREPARED BY:  
Kirstin McCann - Planning and Policy Advisor  
Sergeant Richard Akle - Counter Exploitation Unit  
Inspector Cez Alirh - Special Investigation Section  
  
WITH THE ASSISTANCE OF:  
WISH, PVOT, BC Coalition of Experiential Communities, FEERS and PACE



# CoV Sex Work Response Guidelines

**Promote a respectful, non-discriminatory, and consistent approach among City staff who may interact with anyone in the sex industry through the course of their professional duties.**

Ensure fair, unbiased treatment for dignity and safety

Consider all involved when mitigating impacts of sex work

Positive relationship-building with individuals and businesses

**Policy + Practice = Systemic Change**

(requires individual, departmental and organizational awareness and action)

## Policy and Strategic Responses

- 1 When drafting policy and responses, staff will consult with appropriate departments and stakeholders to ensure inclusion of health, safety and rights of all citizens, including sex workers
- 2 Staff will incorporate feedback, when possible, from the community, sex workers and sex work organizations when developing policy and operational responses
- 3 Staff will abide by confidentiality agreements between all individuals in advisory capacities.
- 4 Staff will work to educate the public on the objectives of the Guidelines, especially the importance of a non-discriminatory approach

## By-law Regulation and Enforcement

- 1 When responding to complaints regarding sex work, the health, safety and rights of all involved will be respected
- 2 When individuals involved in sex work are the subject(s) of a complaint, social planners will assist in resolving the situation
- 3 **Adult consensual sex work is not in itself a by-law violation**
- 4 **The use of safe sex materials (condoms, educational materials) is not a by-law violation**
- 5 Staff will be transparent about their reasons for inspecting premises, with the exception of safety concerns
- 6 Staff will respond to complaints at a level proportional to potential risk using the least intrusive strategy
- 7 The CoV does not alert the media when carrying out enforcement actions

# Responding to the needs of Sex Workers

Needs	Responses
Access to non-discriminatory health care	<ul style="list-style-type: none"> <li>Collaborate with VCH to further develop inclusive strategies</li> </ul>
Access to language-specific legal rights information	<ul style="list-style-type: none"> <li>Support PIVOT/SWAN sex workers “rights” initiatives (cards, outreach...)</li> <li>Translate VPD/ CoV Guidelines</li> </ul>
The ability to report violence without fear of arrest, detention or deportation	<ul style="list-style-type: none"> <li>VPD Enforcement Guidelines</li> <li>CoV Sex Work Response Guidelines</li> <li>CBSA/ Access without Fear</li> </ul>
The ability to define their own experiences without assumptions and stigma	<ul style="list-style-type: none"> <li>Collaborate WITH sex workers on Task Force, Guidelines, by-law amendments,</li> <li>CoV anti-stigma training</li> </ul>
Access to non-judgmental support/self-determined exit programs as well as safe public spaces	<ul style="list-style-type: none"> <li>Collaborate with &amp; fund sex work, women’s, youth organizations</li> <li>Multi-departmental collaboration</li> </ul>
Access to services to address the root causes of entry into sex work	<ul style="list-style-type: none"> <li>Address the social determinants of health (employment, housing...)</li> </ul>
Culturally appropriate services and responses with Indigenous community	<ul style="list-style-type: none"> <li>Fund culturally relevant programs</li> <li>Collaborate with Indigenous community</li> </ul>

# Resources for Sex Workers



## **SAFE In Collingwood Outreach**

Phone: 778-708-3227

The SAFE Outreach Team provides: harm reduction supplies, drinks and snacks, hygiene supplies, peer support, referrals and can take bad date reports. The team is out Friday evenings from 10pm – 2am and the outreach phone is checked daily.

## **PACE Society**

Phone: 604-872-7651

Services include counselling, education, advocacy, peer education, support, individual case planning and coordination.

## **HUSTLE**

Phone: 604.488.1001 ext. 231

Outreach: 778-868-1776

HUSTLE supports male and transgendered sex workers as well as experiential youth in Vancouver by offering outreach and support programming in the community.

## **SWAN (Supporting Women's Alternatives Network)**

Phone: 604-719-6343

SWAN is a culturally diverse group of women working to provide culturally appropriate and language-specific support, education, research, advocacy, and outreach for trafficked, migrant and immigrant sex trade workers.

## **WISH Drop in Centre Society**

Phone: 604-669-9474

WISH provides services to women in survival sex work. The WISH Drop-In Centre is the heart of the programs found at WISH, a safe place off the street where women can find acceptance, hot meals, support services and more. WISH also operates the MAP Van and oversees the Bad Date Reporting service (see below).

# Resources Cont.

## **MAP (Mobile Access Project)**

Phone: 604-720-5686

Operates in conjunction with WISH Drop-In Centre and PACE Society and provides outreach to sex workers (counselling, condoms and clean needles, basic first aid and immediate response to emergency services) as well as bad date reporting.

## **Bad date reporting**

Phone: 604-669-9474

Fax: 604-669-9479

Current updates on violent or predatory dates by and for sex workers. Bad Date reports are taken by WISH and are disseminated through a large network of service providers in contact with women working in the sex industry.

## **Boys R Us**

Phone: 604-633-4200

Boys R Us is a referral and outreach program that provides a safe, supportive drop-in for guys and transgender folks (participants) who work or used to work in the sex trade.

## **Transgender Health Program**

Phone: 604-734-1514 or 1-866.999.1514 (BC only)

Peer Support Weekly Drop-in Discussion Group. Open to anyone exploring their own gender issues. Located at Three Bridges and funded by Vancouver Coastal Health.

## **VPD Sex Industry Liaison Officer – Linda Malcolm**

Phone: 604.516.9854

Sex workers may feel more comfortable speaking with the Sex Industry Liaison Officer. She provides a link between sex workers and the police, through support and intervention services.

<b>From:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>To:</b>	<a href="mailto:Ty.Mistry@vancouver.ca">"Mistry, Ty" &lt;Ty.Mistry@vancouver.ca&gt;</a>
<b>Date:</b>	7/31/2017 3:29:24 PM
<b>Subject:</b>	HP Records Manager Document : DOC/2016/230219 : CS - Social Policy - Sex Work Response Guidelines - Simplified Chinese - Final PDF - 2016-10-18
<b>Attachments:</b>	CS - Social Policy - Sex Work Response Guidelines - Simplified Chinese - Final PDF - 2016-10-18.tr5 CS - Social Policy - Sex Work Response Guidelines - Simplified Chinese - Final PDF - 2016-10-18.PDF

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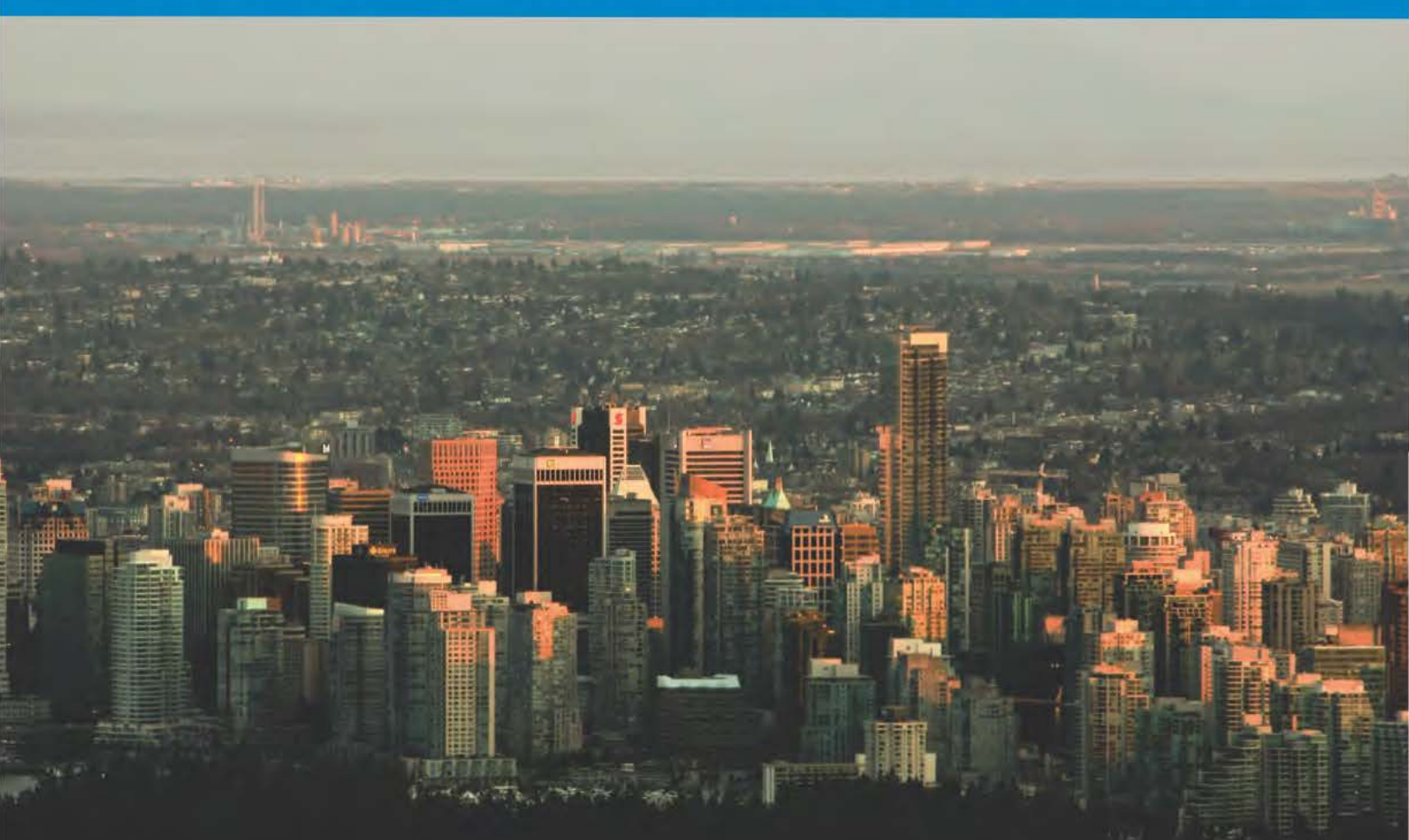
Record Number:DOC/2016/230219

Title:CS - Social Policy - Sex Work Response Guidelines - Simplified Chinese - Final PDF - 2016-10-18

# 温哥华市 性工作回应指引

*City of Vancouver Sex Work Response Guidelines*

平衡兼顾性工作者和受到性工作影响的小区, 以双方的安全、卫生和福祉作为考虑



## 背景

由于过去性工作被污名化和被定性为刑事犯罪，温哥华的性工作者的权利受到严重的侵害。制度性歧视形成了重大障碍，令很多人不能获得主流的法律、医疗和社会服务，他/她们受到保护和获得支持的权利也被剥夺。性工作是一个复杂和有争议的问题，其对个人和社区的影响更引起了本地和全加拿大广泛的公众关注。

失踪妇女调查委员会（简称MWCI或委员会）成立于2010年，负责审查警察在1997年和2002年之间对温市中心东端的失踪和被谋杀妇女的悲惨案件的调查，以及审查来自司法系统的失误。该委员会在2012年的报告《被遗弃》（"Forsaken"）中强调，迫切需要一个全面的协作办法，由各级政府、法院和执法机关努力动员和确定优先次序，促进从事性工作的弱势妇女的安全与卫生健康。

温哥华市政府（温市府）在促进对性行业内人士的社会包容、防止对青少年的性剥削和减低性工作对社区的影响方面起了积极的作用。温市府的2011年报告《防止性剥削和保护弱势的成年人和小区受性工作的影响：一个全面方针和行动计划》概述了一个广泛的框架，期与社区、卫生当局和政府部门合作以实现这些目标。

2010年，温哥华警队（温市警）响应MWCI委员会，取消对性工作者的刑事检控，改为建立关系和促进安全意识。经过与社区的咨询，《温市警性工作执法指引》在2013年正式出台，主轴围绕“在小区的需要和性工作者的安全之间取得平衡”。

《温哥华市性工作回应指引》为温市府的所有工作人员勾勒一个类似的提纲，用意在于主动处理性行业的现实问题，以及确定将所有居民和小区的卫生、安全和尊严列为优先考虑。本指引中所概述的原则与市议会优先为所有居民打造安全和具有包容性的社区直接相符，同时这也是温市府的“卫生城市策略”的首要目标。

## 宗旨

《温哥华市性工作回应指引》的制定是针对在履行职责时要与性行业的任何人士接触的温市府工作人员，期能推动尊重、非歧视和一致性的处理手法。《指引》的具体目标是：

- 确保公平和公正地对待性工作者和促进性工作者的安全、尊严和福祉；
- 鼓励所有与性行业的任何人士接触的人员采取公平和非歧视性的处理手法；
- 减轻性工作对性工作者、居民和小区的负面影响；
- 为所有居民和小区促进安全的环境；和
- 与从事性行业的个人和企业建立正面的关系，也与受到性工作影响的人、企业及小区建立正面关系。

注意:温市府完全反对一切形式的人口贩运，包括国内和国际间的性剥削人口贩运。人口贩运是侵犯人权的恶行，应在国家、区域和国际间以反贩运法律、政策和干预措施订定为刑事犯罪。

与任何未满足合法性行为年龄的人进行的性交易，温市府将视为对青少年的性剥削。温市府人员如有理由相信一个孩子已经或可能被虐待、剥削或忽视，有法律义务根据“儿童、家庭和社区服务法”立即报告。

## 範圍

这些指引考虑到性行业牵涉的各类人。指引适用于：

- 室内和室外的性工作者；
- 性行业有关的企业和成人娱乐场所；
- 高危群体，包括在溫市中心东端的性工作者、原住民性工作者、自我界定为男和女的人和室内的移民性工作者；与及
- 受到性工作影响的居民和小区。

温哥华市政府的所有工作人员在处理以下几个方面与性工作相关的范围时，将得到指引的支持：

- 与公众的日常接触，包括投诉；
- 运作上的回应；与及
- 市政府的政策工作；
- 相關企业的发牌、規管、审查和执行工作。

## 原则

温市府的《行为守则》规定所有人员必须都遵守的六个关键原则。接受这些原则是温市府每个公职人员的雇用条件，也成为他们与市民互动的准则。

1. **正直**：市府人员是市政府公信力的守护者，必须持守最高标准的道德行为。
2. **问责**：市府人员有义务对委托给他们的责任和他们所做的决定问责。
3. **责任**：市府人员必须负责任地行事，不能超越法律范围和《温哥华宪章》所赋予的权限。
4. **领导**：市府人员必须通过其决定、行动和行为展示和促进《行为守则》的关键原则。
5. **尊重**：市府人员在处理公务时必须有效率、有礼与用心关注本市的多元化人口。
6. **透明公开**：市府人员有义务将他们的决定和所采取的行动尽可能透明公开，包括解释决策进程、鼓励适当的公众参与和提供适当的反馈渠道。

除了上述以外，下列的原则直接适用于温市府人员在回应性工作的相关问题和投诉时的操守，重点在卫生、安全和保持尊严。

1. 在与性工作相关的问题的互动方面，**所有市民的福祉**是首要优先考虑。
2. 我们鼓励温市府人员将他们的工作与个人价值观和道德观区分开来，以能**公平、客观和公正**地履行职责。
3. 《温哥华市性工作回应指引》首要重点是在性工作者、居民、企业、小区和温市府工作人员之间**建立积极正面的关系**。

当处理性工作的相关问题时，温市府人员的优先考虑是确保性工作者、居民和小区的卫生与安全。我们期望温市府人员在处理与个人、企业和公众的专业关系方面，将规范他们的行为以符合以下准则。

### 政策回应：

1. 所有的市府部门在起草政策和政策回应时，温市府人员会咨询各个适当的市府部门和外部利益相关者，如温市府性工作社区规划员和社区合作伙伴，以确保安全、卫生和所有个人的权利。
2. 在发展政策以及策略和运作的回应时，温市府人员将聆听、考虑和尽可能容纳反馈；反馈包括来自社区、性工作者和性工作的相关组织。
3. 温市府人员将遵守与所有其咨询的个人之间的保密协定，并将尊重性工作者对隐私和身份的关注。
4. 温市府人员会采取非歧视性的处理手法与从事性行业的所有个人互动。
5. 温市府人员将努力让公众了解本文件列出的目标，尤其是非歧视性的手法的重要性。

### 附例的规管和执法：

1. 当回应室内和室外的性工作投诉时，安全、卫生和从事性工作的个人的权利将得到尊重。
2. 当从事性工作的个人是被投诉的对象，在适当情况下，温市府人员将邀请性工作小区规划员协助解决这一情况，和/或将他/她们介绍到适当的社区组织。
3. 成人两厢情愿的性工作本身没有违反市政府附例。
4. 温市府确认，任何禁止人们进行安全性行为的政策有违所有居民的安全与卫生考虑。因此，使用安全的性行为工具如避孕套和教育材料等没有违反市政府附例。
5. 从事规管执法时如遇有疑问，应将温市府工作人员检查处所的理由尽可能保持透明（安全问题除外）。
6. 温市府工作人员对投诉和关注的回应要符合潜在风险的严重程度。
7. 当在任何许可经营场所进行执法行动(包括性工作可能出现的室内场所)时，温市府不会通知媒体。

### 责任：

1. 当温市府工作人员的操守或行为不符合《性工作回应指引》的精神时，主管和经理级人员有责任迅速处理。
2. 指定的主管人员将调查有关投诉，找出问题，谋求解决问题。任何进一步采取的行动将会遵守当前的温市府问责制协议。

**From:** "Mistry, Ty" <ty.mistry@vancouver.ca>

**To:** "Mistry, Ty" <Ty.Mistry@vancouver.ca>

**Date:** 7/29/2015 3:01:57 PM

**Subject:** HP TRIM Document : DOC/2015/209477 : CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06

**Attachments:** CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06.tr5  
CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06.PPTX

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Record Number:DOC/2015/209477

Title:CS - Social Policy - Sex Work Response Guidelines - Presentation for CMT - Draft 2015-07-06





























<b>From:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>To:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>Date:</b>	9/3/2015 2:55:59 PM
<b>Subject:</b>	HP TRIM Document : DOC/2015/267120 : CS - Social Policy - Sex Work Response Guidelines - 2015-09-02
<b>Attachments:</b>	CS - Social Policy - Sex Work Response Guidelines - 2015-09-02.tr5 CS - Social Policy - Sex Work Response Guidelines - 2015-09-02.PDF

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Record Number:DOC/2015/267120

Title:CS - Social Policy - Sex Work Response Guidelines - 2015-09-02

# City of Vancouver Sex Work Response Guidelines

*A balanced approach to safety, health and well-being for sex workers  
and neighbourhoods impacted by sex work*



## Background

The historical criminalized and stigmatized nature of sex work has resulted in tremendous abuses towards sex workers in Vancouver. Systemic discrimination has created significant barriers for many to access mainstream legal, health and social services and has denied them their rights to protection and support. Sex work is a complex and controversial issue and its impacts on individuals and communities have garnered much public attention locally and Canada-wide.

The Missing Women Commission of Inquiry (MWCI) was established in 2010 to examine investigations by the police between 1997 and 2002 and failures within the justice system in regard to the tragedy of the missing and murdered women from Vancouver's Downtown Eastside. The MWCI report, *Forsaken*, (2012) emphasised an urgent need for a comprehensive and collaborative approach by all levels of government, courts and law enforcement agencies to prioritize and mobilize efforts to increase the health and safety of vulnerable women in sex work.

The City of Vancouver (CoV) has taken an active role to increase the social inclusion of those engaged in sex work, prevent the sexual exploitation of youth and address the impacts of sex work on communities. The CoV's 2011 report, *Preventing Sexual Exploitation and Protecting Vulnerable Adults and Neighbourhoods Affected by Sex Work: A Comprehensive Approach and Action Plan*, outlines an extensive framework to achieve these goals in partnership with community, health authorities, and governments.

In 2010, the Vancouver Police Department (VPD) altered their approach from the criminalization of sex workers to relationship-building and safety promotion in response to the MWCI. Developed in consult with the community, The VPD's *Sex Work Enforcement Guidelines* were formalized in 2013 and are centered on "balancing the needs of the community and the safety of sex workers."

The CoV Sex Work Response Guidelines outline a similar approach for all CoV staff and are intended to proactively address the realities of those in the sex industry and prioritize the health, safety and dignity of all residents and neighbourhoods. The principles outlined in this document directly align with Council's priority to build safe and inclusive communities for all residents, a primary goal in the CoV's Healthy City Strategy.

## Purpose

The CoV Sex Work Response Guidelines were developed to promote a respectful, non-discriminatory and consistent approach among CoV employees who interact with anyone in the sex industry through the course of their duties. The specific objectives of the guidelines are to:

- ensure fair and unbiased treatment towards sex workers and promote sex worker safety, dignity and well-being;
- encourage an equitable and non-discriminatory approach with all individuals engaged in the sex industry;
- mitigate negative impacts of sex work on sex workers, residents and neighbourhoods;
- promote safe environments for all residents and neighbourhoods; and
- build positive relationships with individuals and businesses engaged in the sex industry, and individuals, businesses and neighbourhoods impacted by sex work.

*Note: The CoV wholly opposes all forms of human trafficking which include domestic and international trafficking for the purposes of sexual exploitation. Human trafficking is an abhorrent violation of human rights and should be criminalized under national, regional, and international anti-trafficking laws, policies and interventions.*

*The CoV considers the involvement of anyone under the age of consent in transactional sex as youth sexual exploitation. All CoV employees who have reason to believe that a child has been or is likely to be abused, exploited or neglected have a legal duty under the Child, Family and Community Service Act to report the matter immediately.*

## Scope

These guidelines consider the diversity of individuals involved in the sex industry. They apply to:

- both indoor and outdoor sex workers;
- sex industry-related businesses and adult entertainment establishments;
- at-risk groups, including sex workers in the Downtown Eastside, Aboriginal sex workers, self-identified males and females, and indoor immigrant sex workers; and
- residents and neighbourhoods impacted by sex work.

The Guidelines will support all City of Vancouver staff in addressing the following areas connected to sex work:

- day to day interactions with public, including complaints;
- policy work at City;
- operational responses; and
- licensing, regulating, inspecting and enforcing of businesses.

## Principles

The CoV's Code of Conduct defines six key principles that all employees must observe. Acceptance of these principles is a condition of employment for every public servant at the CoV, and guides their interactions with all members of the public.

1. **Integrity:** Employees are the keepers of the public trust and must uphold the highest standards of ethical behaviour.
2. **Accountability:** Employees are obligated to answer to the responsibilities that have been entrusted to them and the decisions they make.
3. **Responsibility:** Employees must act responsibly, within the law and within the authorities of the Vancouver Charter.
4. **Leadership:** Employees must demonstrate and promote the key principles of the Code of Conduct through their decisions, actions and behaviour.
5. **Respect:** Employees must conduct public business efficiently, with decorum and with proper attention to the city's diversity.
6. **Openness:** Employees have a duty to be as open as possible about their decisions and actions by communicating decision-making processes, encouraging appropriate public participation and appropriate means for providing feedback.

In addition to the above, the following principles focused on health, safety and dignity speak directly to CoV employee conduct when responding to sex work issues and complaints.

1. The **well-being of all citizens** is the primary priority of all interactions addressing issues related to sex work.
2. Employees are encouraged to separate personal values and morals regarding sex work from their profession in order to perform their duties with **fairness, objectivity and impartiality**.
3. Building **positive relationships** between sex workers, residents, businesses, neighbourhoods and CoV staff is the primary focus of CoV sex work response guidelines.

# City of Vancouver Sex Work Response Guidelines

When addressing issues connected to sex work in Vancouver, CoV staff's priority is to ensure the health and safety of sex workers, residents and neighbourhoods. CoV employees are expected to govern their conduct in a manner consistent with the following guidelines in their professional relations with individuals, businesses and the public.

## Policy and Strategic Responses:

1. When drafting policies and strategic responses in all City departments, staff will consult with appropriate internal departments and external stakeholders, such as the CoV sex work social planners and community partners, in order to ensure the safety, health and rights of all individuals.
2. Staff will listen to, consider and where possible, incorporate feedback from the community, experiential persons and sex work organizations in developing policy, and strategic and operational responses.
3. Staff will abide by confidentiality agreements between all individuals in advisory capacities and will respect the privacy and identity concerns of experiential persons.
4. Staff will take a non-discriminatory approach when interacting with all individuals engaged in the sex industry.
5. Staff will work to educate the public about objectives contained in this document, in particular, the importance of a non-discriminatory approach.

## By-law Regulation and Enforcement:

1. When responding to complaints about indoor and outdoor sex work, the safety, health and rights of individuals engaged in sex work will be respected.
2. When individuals involved in sex work are the subject(s) of a complaint, staff will engage the sex work social planners to assist with resolving the situation where appropriate and/or connecting them to appropriate community organizations.
3. Adult consensual sex work is in itself not a by-law violation.
4. The CoV recognizes that any policy which inhibits people from safe sex practices is counteractive to the health and safety of all residents. Therefore, the use of safe sex materials such as condoms and educational materials is not a by-law violation.
5. When engaged in regulatory enforcement, CoV staff will be transparent about their reasons for inspecting premises, with the exception of safety concerns.
6. Staff will respond to complaints and concerns at a level proportional to potential risk.
7. The CoV does not alert the media when enforcement actions are carried out for any licensed business, including indoor establishments where sex work may occur.

## Responsibility:

1. Supervisors and Managers are responsible for promptly addressing employees when their conduct or behaviour is inconsistent with the intent of the Sex Work Response Guidelines.
2. The designated supervisor will investigate the complaint, identify the problem and seek to resolve the concern. Any further action taken will abide by current CoV accountability protocols.

**Sex Work and Sexual Exploitation Reference Group**  
**September 23, 2014, 2:00 PM – 4:00 PM**  
**Woodwards Building, 501 – 111 West Hastings Street**  
**W-Room**

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## **Present**

Allison Clancy, Cita Airth, Velvet Steele, Simone Maxwell, Michelle Pinot, Laura Dilly, Mathew Taylor, Lisa Gibson, Joyce Arthur, Harley Machielse, Debbie Anderson Eng, Jessica Wood, Ty Mistry, Mary Clare Zak, Mona Woodward, Cristan Gossen (note taker)

Regrets: Susan Tatoosh, Angela MacDougall, Kate Gibson, Camila Jimenez, Anne Alexander, Suzanne Muir

## **Agenda**

- I. Welcome – Co-Chairs: Susan Tatoosh & Mary Clare Zak
- II. Quick Round Introductions
- III. Updates
  - a. Updated three year work plan
  - b. Review 2 Draft Documents
    - i. The City of Vancouver (CoV) Sex Work Response Guidelines
    - ii. The CoV Integrated Enforcement Protocol for Municipal regulation where Sex work may occur
- IV. Discussion
- V. Next Meeting: January 2015

## **Minutes**

### **I. Welcome**

MCZ will chair today, Susan Tatoosh unable to attend.

Additional items added to agenda:

- a. Healthy City Strategy and
- b. Mayor's Task Force on Mental Health & Addictions

### **II. Introductions**

### **III. a. Update on draft three year work plan**

Debbie reviewed Sex Work and Sexual Exploitation - Draft Three Year Work Plan

**GOAL: Increase Health and Safety for Indoor Sex Workers and Communities Impacted by Sex Work**

1. By-law changes implemented
2. Develop CoV Integrated Enforcement Protocol and CoV Sex Work Response Guidelines (1<sup>st</sup> drafts completed, to be reviewed later in agenda)
3. Respond to pending changes to the criminal code impacting indoor sex workers
  - a. Public Consultation and joint submission with VCH to HOC & Senate

**GOAL: Increase the levels of Health and Safety for Survival / street based Sex Workers and communities impacted by survival and street based sex work**

1. Respond to pending changes to the criminal code impacting outdoor sex workers.
2. Help develop concept for healing and wellness centre(s) - Jessica contributing to CoV projects, such as this one, that relate to the health and safety of sex workers and impacted communities.
3. Sisterwatch - Jessica has attended one meeting. Exploring possibility of ongoing involvement. It is up to community and VPD to decide if Jessica has an ongoing role in participating.
4. Help manage impact of development on sex work communities. Social planners are exploring ways they could be involved earlier on with proposed (re)developments, to look for opportunities, to identify impacts and look for ways to leverage positive community impacts.

**GOAL: Identify and Address Gaps in services, supports and transition options**

1. Participation and/or connection with LIC, VCAT & Transition Consortium
2. Provided grant to the transition consortium
3. Annual grants to Sex Worker, Aboriginal and Women's Organizations
  - a) CoV's community service grants – application deadline Oct 17. There is a larger capital grant fund this year targeting quick start actions from the DTES LAP. Deadline: Oct 16

**GOAL: Enhance internal knowledge base of CoV and capacity to respond:**

1. Briefing on Bedford and Bill C-36 (Senior Management & Council)
  - a) Briefings on Bedford and Bill C-36 completed and submitted and can be found on CoV's new webpage. This includes Public Consultation, and joint submissions made with VCH to both the House of Commons and the Senate.
2. Developing Training Plan & module for vulnerable populations (underway)
3. CoV Initiatives

- a) Mayor's Task Force on Mental Health and Addiction (Aboriginal and youth workshops)
  - b) Healthy City Strategy / Website
- 4. Annual Grants

#### **GOAL: Prevention and Intervention of Youth Sexual Exploitation**

- 1. Grant Funding and Support
  - a) VCAT: Responsive website (near completion)
  - b) VBE: Interactive Game
- 2. Supporting Education for Foster Youth (SEFFY) Advisory Committee – Ty sits on advisory group. Provides bursaries used for different things etc. Food Safe, Serving it Right, higher education

#### **GOAL: Increase access to safe, affordable housing and shelter options.**

Next meeting: January reference group (with consensus by reference group) will focus on housing policy. CoV Staff Housing Policy will be invited to speak with reference group.

Other Housing related updates:

- Vancouver Affordable Housing Agency developed to expedite housing priorities – Mukhtar Latif is the new Chief Housing Officer for the CoV.
- Mona mentioned funding provided to CCAP to run Federal The Homelessness Partnering Strategy – Housing First model – wants to follow up discussion in January
- Tenant workshop – Oct 19 at Japanese hall
- Update from Licensing: Council recently approved SRO standards of maintenance bylaw to address issues around health and safety – CoV has a standards of maintenance by-law already, the change will now allow the City to make the necessary improvements should the landlords not comply – CoV is able to recover costs directly from owner by applying charges to their CoV property tax bill. While many SRO's will comply, this will provide another tool, should the existing processes prove ineffective.
- Confirmation that complainants names being kept strictly confidential.
- CoV manages a public website that lists non-compliant SRO's and indicates who has the most violations. While it is very difficult to be violation free, the website has helped to increase compliance considerably.
- CoV opening new winter shelters at 900 Pacific and temporary transitional housing at Quality Inn space at 1335 Howe Street.

#### **b. 1. City of Vancouver Sex Work Response Guidelines – Draft/Confidential Document**

Jessica provided overview of the document.

Background – initially started by the bylaw working group of the task force – to address the need for some guidelines for any CoV staff interaction with sex workers.

Feedback:

- Mechanism for accountability should be included. What would be the process for a worker or service provider to seek accountability or to raise issue about a bylaw officer – if enforcement has happened outside these guidelines – who to call and what the process is?
- Suggested well-defined, accessible, easy complaint process
- Concerns about CoV complaint process would be the potential consequences to the individual reporting : i.e., discrimination, deportation. (note: CoV bylaws staff do not typically work with CBSA or Immigration.)

#### **B) 2. City of Vancouver Integrated Enforcement protocol for Municipal Regulation where Sex Work may occur - Draft/Confidential Document**

Ty provided overview of the document

Background - Primarily related to indoor sex work – is intended to build awareness and best practices – this is internal CoV document.

- The CoV is not concerned with consensual sex between adults. Complaints potentially related to sex work alone, without neighbourhood impacts or by-law infractions, will not be an enforcement priority.
- The CoV enforces bylaws, not the criminal code. The intent behind this document is to articulate the CoV's approach.
- Original idea of protocol: VPD and CoV would act together to follow on how integrated approaches would occur.
- Revised: The majority of enforcement actions of the CoV and the VPD are independent of each other - coordinated approaches will rarely occur.
- They will occur only if there are serious safety concerns of workers or CoV staff, and /or on-going violations and escalating or chronic neighbourhood impacts.
- The CoV does still practice integrated inspections with other CoV Departments (property use and electrical or fire etc.) in an attempt to minimize intrusion by coordinating efforts into one inspection.
- The CoV recognizes that coordinated enforcement between various departments of the CoV with VPD may not be the least intrusive for sex work related businesses.
- Document states “may occur” – as we do not want to presume, but is not standard city practice.

#### **IV. Discussion**

- Will the City release a statement on Bill C-36?
  - MaryClare – Yes.
- Will this document/approach change after Bill C-36 becomes law?
  - Harley - Inspections will proceed with the protocol – the actual times that VPD and CoV Inspectors work together is extremely rare
  - VPD cannot use the CoV and vice versa
  - CoV is conscious that such approaches that could increase intrusion and potentially harm
- Will there be internal pressure to enforce the Criminal Code either by the CoV or VPD?
  - VPD Guidelines will remain. VPD will have an added tool of graduated enforcement.
  - Cita – VPD has discretion on how we apply the law – we know we are different than other cities
  - CoV is not concerned with consensual sex between adults. Sex work will not be an enforcement priority.
- Can there be clarity on Fire and other inspections, why they happen and when? Is it because of a safety concern? What are the criteria?
  - Each property in the city must have a fire inspection annually.
  - Vancouver Coastal Health conducts inspections as well.
  - Fire Department can be invited to next meeting.
- These draft documents will continue to be worked on.
  - There will be a smaller group meeting for feedback on the documents.
  - The documents will be attached to the minutes and we ask for any feedback to be shared with Ty as soon as possible.

#### **Other Business**

##### **Mapping**

- Concern about mapping strategy mentioned at LIC – who is doing it?
- Debbie – We need to understand where sex work is happening (internal document that we would use to help us flag where new development occurs and potential impacts on sex workers and identify potential opportunities to leverage benefits - NOT mapping individuals, but areas)

##### **VPD Sex Work Enforcement Guidelines**

- Cita - VPD continue to go out and meet with their own districts
- VPD reported on specific progresses in responding to individual complaints regarding the safety of sex workers. Recent examples given.
- VPD had discussed previously the development of an online training – no confirmation.

### **Provincial legislation meeting on September 8, 2014 on Missing Persons Act, etc.**

- Feedback provided:
  - Should have been more consultation before Royal Assent
  - The Changes have the potential to criminalize women
  - “Persons at risk” not defined before made law
  - New powers given to police and RCMP to investigate without a warrant and without clear limits on how information gathered during the investigation could be used against an individual investigated.
  - Challenge is that it is important for investigations to start sooner; however, this Act seems to not have enough clarity or boundaries.
  - Add to next agenda
- Will this allow Police to demand records i.e., bank statements, cell phone texts and messages, hotel guest books to find a vulnerable persons?
- Can VPD discuss their plans for the use of this legislation?
- Jessica will include link to legislation with the minutes
- Any feedback regarding the Act should be shared with the Province.

### **V. Next Meeting January 2015**

Added invitations for next meeting

- Reference group would like to invite Ministry of Justice and Fire Department to attend as well.

### **Community Notice**

- Saturday memorial for Jim Deva  
St Andrews Wesley United Church 3:30 – 5:30pm

Meeting Adjourned – 4:04pm

**From:** "Mistry, Ty" <ty.mistry@vancouver.ca>  
**To:** "MaryClare Zak (MaryClare.Zak@vancouver.ca)" <MaryClare.Zak@vancouver.ca>  
**Date:** 4/5/2017 10:16:17 AM  
**Subject:** OTTAWA NOTES: COV History. Approach. Actions & Messaging on Sex Work

Hi MC – Below are some brief notes on Vancouver's history, approach and *some* key City actions re sex work for a quick recall. Also, I have revised the messaging previously sent so you've got it all in one email. Sending best wishes for meaningful meetings! Ty

2010 Women Commission of Inquiry (MWCI): Catalyst for new approaches aimed at improving sex workers' health and safety in Vancouver and throughout BC.

- Majority involved in survival sex trade. Disproportionate number of Aboriginal women – 33% vs. 3% of BC population
- Most of the women were dealing with the effects of years of trauma, mental health and addiction issues and chronic poverty and homelessness.
  - They experienced a very high level of stigma and exposure to violence as a result of their poverty and engagement in the sex work.
- Counteracting the stigma faced by sex workers, a central theme of the 2012 MWCI report *Forsaken*.
  - Our policy and practices revolve around the ongoing commitment to reduce the stigma and address the social determinants of health as the tragedy of the loss of lives will not be forgotten in Vancouver.
- The MWCI report, *Forsaken*, (2012) emphasized an urgent need for a comprehensive and collaborative approach by all levels of government, courts and law enforcement agencies to prioritize and mobilize efforts to increase the health and safety of vulnerable women in sex work.
- The City convened 18 month City Task Force on Sex Work and Sexual Exploitation with multi-stakeholders, including sex workers to implement the comprehensive 2011 City action plan.
- City has met all 3 recommendations from report, including the hiring of 2 social planners mandated for SW's health and safety.
- City contributed to the compensation fund for the children of the missing and murdered women in collaboration with senior government.

**Approach:** The City holds an ongoing commitment to develop inclusive, equitable responses to the impacts of sex work that do not infringe on the rights, safety or dignity of any resident or community. The City prioritizes the health and safety of all residents and we practice a coordinated and balanced approach to sex work that considers the needs of the whole community.

**Key actions-to-date:**

- Developed City Sex Work Response Guidelines for all staff to ensure sex workers' inclusion in related policy development, to perform respectful, equitable regulatory practices, and to counter stigma and isolation.
- Deliver Sex Work and Sexual Exploitation training yearly for all staff.
- Funded multiple community initiatives to help prevent the sexual exploitation of youth.
- Responded to Federal government's proposal of Bill C-36 *Protection of Communities and Exploited Persons Act* (PCEPA) with VCH with an evidence-informed analysis and through a human rights lens.
  - Asked that the (then) new legislation be referred to the Supreme Court of Canada to ensure constitutionality and compliance with the Charter of Rights and Freedoms and consistency with Bedford.
    - Sent to House of Commons Committee of Justice and Human Rights & Senate Committee on Legal and Constitutional Affairs
- Ongoing funding to sex work, women's, youth, LGBTQ2S+, Indigenous and additional organizations that partner to serve the diversity of sex workers.
- Respond to community concerns of sex work in neighbourhoods by active participation in and coordination of community advisory committees that build equity-based responses through inclusive representation. (Cedar Cottage)
  - Fund Drop-In for sex workers in area with limited services to provide critical supports and build healthier, safer communities.
- Provide supplemental funding to Vancouver's Transitioning/Exiting Consortium, primarily funded by fed's, to ensure the provision of adequate participants supports to enable attendance in the critical programming.
- Integrate the needs of sex workers in all intersecting strategies.
- Publicly recognized former harmful municipal directives by commemorating a community of sex workers through a memorial in order to right historical wrongs, counter stigma and reconcile communities.
- Actively supporting the National Inquiry on Missing and Murdered Indigenous Women and Girls. The City is committed to honouring the memory of the missing and murdered women, many of whom were Aboriginal. We are open to engaging with the impacted families and community members and fully understand that thorough consultation with Aboriginal, women's organizations, families and community members is mandatory to ensure inclusive, ethical consent.

**Messaging:**

The City remains committed to honouring the memory of the Missing and Murdered Women from the DTES, many of whom were Aboriginal. The tragedy of this loss of lives and the continued violence against sex workers locally and across Canada has promoted the City to continue to advocate for senior government policy development that protects sex workers, some of our most at-risk citizens to violence and isolation. Therefore, we ask the Federal Government to:

- Repeal the Protection of Communities and Exploited Persons Act that criminalizes sex work. As a federal state, Canada needs the Government to lead the reform process with decriminalization before other laws and regulations for sex worker health and safety can be enacted.
- Ensure that any other legislation proposed to address sex work is developed in coordination with sex workers, recognizes the diversity of sex workers' opinions and experiences, and puts sex workers' human rights at the forefront.
- Address violence against sex workers by guaranteeing that they enjoy the full benefit of existing laws criminalizing physical and sexual assault, robbery, forcible confinement, kidnapping, stalking, and other forms of abuse, instead of segregating them through use of a separate set of stigmatizing laws.
- Recognizing that policing is a provincial matter, encourage federal Justice, Public Safety and Health authorities to provide guidelines for criminal law enforcement that prioritize the health, safety and human rights of sex workers in all situations, and that prohibit, for example, seizing harm reduction supplies such as condoms as evidence. The Vancouver Police Department's Sex Work Enforcement Guidelines and the City of Vancouver's Sex Work Response Guidelines are best practices examples and could be used as models for other municipalities.
- Recognize that differently situated sex workers, such as indoor and outdoor and Indigenous persons, immigrants, women, men and those who identify as gender-variant may have vastly different experiences and needs and include these considerations in broader strategies and any associated funding.

Thanks!

Ty Mistry | Social Planner  
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Unceded Homelands: Musqueam, Squamish, Tsleil-Waututh First Nations

**From:** "Stephen, Duncan" <Duncan.Stephen@ps-sp.gc.ca>  
**To:** "Mistry, Ty" <Ty.Mistry@vancouver.ca>  
**Date:** 9/9/2015 10:25:57 AM  
**Subject:** RE: City of Vancouver Releases the Sex Work Response Guidelines

Hi Ty,

Thanks for sharing this with me. I have shared it on with my colleagues in our Pacific Region office as well as our national working group on the exiting initiative.

I hope you are doing well and look forward to catching up with you in the near future. Best wishes!

Duncan

---

From: Mistry, Ty [mailto:Ty.Mistry@vancouver.ca]  
Sent: Tuesday, September 08, 2015 11:47 AM  
To: Stephen, Duncan  
Subject: City of Vancouver Releases the Sex Work Response Guidelines

Dear Duncan,

We are very pleased to announce the release of the *City of Vancouver Sex Work Response Guidelines*.

The guidelines, developed in collaboration with Living in Community and the City of Vancouver (CoV) Sex Work and Sexual Exploitation Reference Group, promote a balanced and coordinated approach across CoV departments when responding to issues relating to sex work. Grounded in a human rights-based approach, the goal is to ensure that all individuals engaged in sex work receive nondiscriminatory, respectful, and consistent treatment when they are accessing CoV services or interacting with CoV employees.

The guidelines build upon the work of the CoV Task Force on Sex Work and Sexual Exploitation and the recommendations from the Missing Women Commission of Inquiry. This effort, paired with the implementation of related staff training, is part of our ongoing commitment to develop inclusive policies and best practices to increase the health and safety of sex workers, and communities impacted by sex work.

Link to introduction to guidelines and related progress:

<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

Direct link to guidelines:

<http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Please disseminate the guidelines to all your relevant networks and partners.

Best regards,

Ty Mistry and Jessica Wood

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**From:** "Aujla, Bill" <bill.aujla@vancouver.ca>

**To:** "Mistry, Ty" <Ty.Mistry@vancouver.ca>

**Date:** 9/20/2015 11:55:26 PM

**Subject:** RE: City of Vancouver Sex Work Awareness Training and Introduction to the Sex Work Response Guidelines Sept 29th

Please coordinate with Stacey ... I will ask her to work with you on scheduling this into my calendar.

RE other staff, I am copying my directors to ask that they or their delegate attend.

Bill

From: Mistry, Ty

Sent: Thursday, September 17, 2015 9:35 AM

To: Aujla, Bill

Subject: City of Vancouver Sex Work Awareness Training and Introduction to the Sex Work Response Guidelines Sept 29th

Dear Bill,

On behalf of Social Policy, I would like to invite you and your staff to attend a workshop on Tuesday, September 28<sup>th</sup>, from 1-4pm designed to enhance City staff's awareness of the complexity of sex work to best respond to the needs of all residents and communities. As many sex workers face significant stigma and other barriers when attempting to access mainstream services, the goal of this training is to ensure fair and consistent treatment when they are accessing City services or interacting with City employees.

In July the City Manager and the Corporate Management Team approved the *City of Vancouver Sex Work Response Guidelines* (link below) with the understanding that staff training is required to implement them. The guidelines outline a respectful, non-discriminatory and consistent approach towards all individuals engaged in sex work by City staff during the course of their professional duties and have been disseminated both internally and publicly.

This effort, in addition to the training, reflects our ongoing commitment to address the issues of sex work from a human rights perspective and promote a balanced and coordinated municipal approach to create safer and healthier communities for all.

We would like three employees from your department to participate. Seating is limited so please RSVP to [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca) by Monday, September 21<sup>st</sup>. The guidelines and other policy & training background information are provided below.

Thank you,  
Ty

Background:

City of Vancouver Sex Work Response Guidelines: Released September 8<sup>th</sup>, 2015

The guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work. In 2013, the Vancouver Police Department adopted their *Sex Work Enforcement Guidelines* that are centered on 'balancing the needs of the community and the safety of sex workers.' The below guidelines outline a similar approach for all City employees.

Read the Sex Work Response Guidelines: <http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Sex Work Awareness Training:

In 2012 the City of Vancouver Task Force on Sex Work and Sexual Exploitation contracted Living in Community (LIC) to develop and deliver training tailored for key City departments to examine individual, organizational and societal beliefs of sex work and the resulting impact on the delivery of services.

You can find out more information at [www.livingincommunity.ca](http://www.livingincommunity.ca).

During the training, staff will:

- Learn about the purpose and objectives of the City's Sex Work Response Guidelines.
- Identify individual and cultural values, beliefs, and stereotypes in regard to sex work and sex workers.
- Identify how organizational culture can affect how services are provided to sex workers.
- Acquire awareness/skills necessary to effectively respond to the needs of sex workers.

Related City links:

- Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation:  
<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

- City of Vancouver response to Missing Women Commission of Inquiry:  
<http://former.vancouver.ca/ctyclerk/cclerk/20131218/documents/cfsc7.pdf>

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**From:** "CHOW, Howard \ (VPD)" <howard.chow@vpd.ca>  
**To:** "Wood, Jessica" <Jessica.Wood@vancouver.ca>  
**Date:** 9/8/2015 9:14:11 PM  
**Subject:** RE: City of Vancouver Releases Sex Work Response Guidelines

Thank you for forwarding this to me and all the good work you've put into the guidelines. Howard

---

From: Wood, Jessica [mailto:Jessica.Wood@vancouver.ca]  
Sent: Tuesday, September 08, 2015 11:59 AM  
To: CHOW, Howard (VPD)  
Cc: Mistry, Ty  
Subject: City of Vancouver Releases Sex Work Response Guidelines

Dear Inspector Chow,

We are very pleased to announce the release of the *City of Vancouver Sex Work Response Guidelines*.

The guidelines, developed in collaboration with Living in Community and the City of Vancouver (CoV) Sex Work and Sexual Exploitation Reference Group, promote a balanced and coordinated approach across CoV departments when responding to issues relating to sex work. Grounded in a human rights-based approach, the goal is to ensure that all individuals engaged in sex work receive nondiscriminatory, respectful, and consistent treatment when they are accessing CoV services or interacting with CoV employees.

The guidelines build upon the work of the CoV Task Force on Sex Work and Sexual Exploitation and the recommendations from the Missing Women Commission of Inquiry. This effort, paired with the implementation of related staff training, is part of our ongoing commitment to develop inclusive policies and best practices to increase the health and safety of sex workers, and communities impacted by sex work.

Link to introduction to guidelines and related progress:

<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

Direct link to guidelines:

<http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Please disseminate the guidelines to all your relevant networks and partners.

Apologies for any cross-posting, we want to ensure all our community partners are informed.

Best regards,

Ty Mistry and Jessica Wood

Jessica Wood  
Social Planner  
Social Policy – Grants, Non-Profit and Community Capacity Building  
City of Vancouver

ph: 604.829.2003

[jessica.wood@vancouver.ca](mailto:jessica.wood@vancouver.ca)

**From:** "Alison Clancey" <[alison@livingincommunity.ca](mailto:alison@livingincommunity.ca)>  
**To:** "Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)>  
**Date:** 11/23/2016 8:20:44 AM  
**Subject:** RE: LIC Training AND Guidelines

Hi

Sounds like a plan to wait until the new year for the training. That works better for us too.

Thanks for the link to the Guidelines and all your work on that!

Alison

On Nov 22, 2016 5:30 PM, "Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)> wrote:

Hi Alison,

We absolutely should. I've held off connecting on this as many staff across the City are oversaturated with training right now and are scrambling to meet deadlines prior to the holiday break. I fear a very low attendance rate if we schedule it within the next two months. I think we should shoot for late Jan – early Feb but discuss who we want to target soon so I can get the invite email sorted and sent out early Jan.

Also, the guidelines are up. Below are 2 links – one that leads directly to them and another that indicates the section.

Direct: <http://vancouver.ca/files/cov/sex-work-response-guidelines-simplified-chinese-translation.pdf>

Section: <http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

Ty

From: Alison Clancey [mailto:[alison@livingincommunity.ca](mailto:alison@livingincommunity.ca)]  
Sent: Tuesday, November 22, 2016 12:09 PM  
To: Mistry, Ty  
Subject: LIC Training

Hi

I am wondering if we should discuss the LIC training at the City? Is it that time of the year again?

Thanks,

Alison

Alison Clancey

Community Developer & Training Lead  
[Living in Community](http://www.livingincommunity.ca)  
[www.livingincommunity.ca](http://www.livingincommunity.ca)  
[604 355 3124](tel:6043553124)

**From:** "Mistry, Ty" <ty.mistry@vancouver.ca>  
**To:** "Craig, Keltie" <keltie.craig@vancouver.ca>  
 "Young, Carol Ann" <CarolAnn.Young@vancouver.ca>  
 "Goddard, Sue" <Sue.Goddard@vancouver.ca>  
**Date:** 12/1/2016 5:46:51 PM  
**Subject:** RE: PLS HELP: HCS success story

Hi Keltie,  
 Thanks for your help around responding to the below request. I have written the following in attempts to link the impact of the LIC Training to examples of our work. I hope this will suffice. Let me know if any additions/revisions are needed.  
 Thanks,  
 Ty

Since 2012, Living in Community (LIC) has been training City staff to effectively respond to the complex, intersecting issues related to sex work. The need to build organizational capacity was identified in the 2011 City Council report *Preventing Sexual Exploitation and Protecting Vulnerable Adults and Neighbourhoods Affected by Sex Work: A Comprehensive Approach and Action Plan* and was prioritized for implementation by the 2012 City of Vancouver Task Force on Sex Work and Sexual Exploitation. Based on assessed need, the Task Force contracted Living in Community to develop and deliver training to four key City departments in December 2012.

City staff from the Vancouver Public Library, Parks and Recreation, Property Use Inspections and Nonmarket Housing participated in three-hour workshops to identify individual, organizational and societal values, beliefs and attitudes in regard to sex work, develop an awareness of the complexity and diversity of those engaged in sex work, and acquire tangible skills to integrate the needs of sex workers in equitable policy and practices.

The initial LIC training pilots set the foundation for all the City has since done to increase the health and safety of sex workers including:

- The submittal of a joint brief, written in collaboration with Vancouver Coastal Health, to the Standing Committee on Justice and Human Rights and the Senate Committee on Legal and Constitutional Affairs that advocated for the development of national legislation that did not infringe on the fundamental human rights of sex workers to life, liberty and security,
- The development of the "Sex Work Response Guidelines" that ensure a balanced approach to sex work, inclusive strategic responses, alignment of equitable messaging and respectful regulatory practices by all City staff during the course of their duties, and
- The installation of "The West End Sex Workers Memorial" and public acknowledgment of responsibility to honour a community of sex workers who were displaced by past harmful municipal practices that led to severe conditions of isolation and harm.

Notably, the LIC training was developed and is often delivered in collaboration with sex workers. This best practice of participatory inclusion has been integrated into City policy to counter the stigma that compounds marginalization and to develop informed, nondiscriminatory and effective responses to sex work. Due the measurable increase in awareness reported by the workshop evaluations and the City's ongoing commitment to increase the well-being of those engaged in sex work, we continue to offer the LIC training on a yearly basis.

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From: Craig, Keltie  
 Sent: Tuesday, November 29, 2016 3:39 PM  
 To: Young, Carol Ann; Goddard, Sue; Mistry, Ty  
 Cc: Jay, Simon  
 Subject: PLS HELP: HCS success story

Hi Carol Ann/Sue/Ty,  
 We are doing a minor update of the HCS website, and are looking for a couple of success stories we can highlight for a new section we are adding. We are aiming to launch the new website in January, with a short video we had produced on HCS, and so the "success stories" will be the draw to connect from the video to the website. **Challenge: we need to get these stories by the end of this week (Dec.2)!**

So...can you send me 3-5 bullets for a "success story" related to TAG (or feel free to write a couple paragraphs instead, if you don't want me to try and wordsmith your bullets)

As a start for this (needs a few more details fleshed out), I was thinking this could be:

- Dementia Friends video, and train the trainer program
- LIC training

If you have a photo or two that goes with this, that would also be very helpful but not necessary.

Note that this early work will save you time in the long run – we will be gathering material in earnest for our Healthy City Strategy reporting starting in January, looking for a couple of success stories and 1 story of a challenge related to each HCS goal. So consider this early story-telling an investment in the future.

Keltie Craig, MCIP | Social Planner, Healthy City Strategy  
 Social Policy & Projects | City of Vancouver  
 T: 604.673.8292 | [keltie.craig@vancouver.ca](mailto:keltie.craig@vancouver.ca)  
[www.vancouver.ca/healthcity4all](http://www.vancouver.ca/healthcity4all)

**From:** "Mistry, Ty" <ty.mistry@vancouver.ca>  
**To:** "Johnson, Parker" <Parker.Johnson@vancouver.ca>  
**Date:** 4/18/2017 8:31:56 AM  
**Subject:** RE: Request for assistance - Best Diversity Employer Application 2018

Good morning Parker,

I hope you had a lovely long weekend!

As requested, please find below some of our accomplishments to support the 2018 Best Diversity Employer submission and as directed, I kept it brief so let me know if any further information would prove helpful.

I have cc'd Dianna as she has now assumed her new role as my direct supervisor and may have more to add.

Thanks,

Ty

#### City of Vancouver Sex Work Response Guidelines:

The City holds an ongoing commitment to develop inclusive, equitable responses to the impacts of sex work that do not infringe on the rights, safety or dignity of any resident or community. In 2015, the City finalized and adopted the *City of Vancouver Sex Work Response Guidelines*, to ensure sex workers' inclusion in related policy development, to perform respectful, equitable regulatory practices, and to counter stigma and isolation. In 2016, the City translated the guidelines into Simplified Chinese to address the conditions of exclusion and isolation experienced by many immigrant sex workers.

<http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

<http://vancouver.ca/files/cov/sex-work-response-guidelines-simplified-chinese-translation.pdf>

#### The West End Sex Workers Memorial:

In September 2016, The City installed a memorial in partnership with West End Sex Work Memorial Committee to commemorate the lives of sex workers who were adversely affected by municipal actions taken in the mid-1980s in Vancouver's West End. To right the historical wrongs, the City publicly acknowledged these former actions, intended to secure community safety, displaced sex workers and disregarded their experiences thereby creating additional conditions of vulnerability, stigma and harm for decades to follow. For over 8 years, the co-founders of the committee, Jamie Lee Hamilton and Becki Ross, worked to call attention to this history through their steadfast efforts of public advocacy, education, and outreach. The City supported the installation of the memorial in the spirit of promoting the human rights of all residents and of reconciliation within communities.

<http://vancouver.ca/news-calendar/west-end-memorial-to-honour-sex-workers-unveiled.aspx>

#### Equity Training for City Staff:

The City's Healthy City Strategy is guided by the vision that all have the right to enjoy the highest level of health and well-being. Therefore, City staff's understanding of the varying access that many of our residents have to health, wellness and fundamental rights is critical. To that end, Social Policy and Human Resources in collaboration with community, co-developed and currently delivers a workshop titled "Creating an Equitable, Diverse and Inclusive City" that explores how individual, organizational and societal beliefs affect marginalized populations and how increased awareness and skill-building can support more equitable and effective relationships, service delivery and policy development.

#### People with Lived Experience (PWLE) Advisory Committee:

As a priority stakeholder group for the 2014- 2016 Mayor's Task Force on Mental Health and Addictions, the PWLE Advisory Committee was established to identify key barriers and emerging issues through their first-hand knowledge and expertise of service system navigation. As the City has committed to incorporate people with lived experience into system change, planning, implementation and evaluation work, the PWLE Advisory Committee will continue to play an integral role across City departments in strategic responses designed to counter stigma, improve service delivery and ensure purposeful inclusion.

#### Intersectional Lens:

One of the HCS guiding principles for its vision, goals and targets is the incorporation of intersectional approach to monitor and understand health and well-being of individuals and communities. The development of an

"Intersectional lens" is currently underway to; inform standardized planning processes through the use of a practical tool that interrelates social determinants; systematize an intersectional approach throughout targeted departments and; influence the quality of structured thinking, discussion and decision-making to better incorporate equity and inclusion during the stages of strategy development.

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[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

---

From: Johnson, Parker  
Sent: Monday, April 03, 2017 4:50 PM  
To: Mistry, Ty; Wong, Baldwin  
Subject: Request for assistance - Best Diversity Employer Application 2018  
Hi Baldwin and Ty -

I'm seeking your assistance in compiling the City's list of initiatives, strategies and accomplishments to include in our 2018 Best Diversity Employer submission. Community Services previous support with this application has been invaluable in contributing to the City's success in being awarded the designation as Best Diversity Employer in previous years, and again this year!

<http://content.eluta.ca/top-employer-city-of-vancouver#diversity>

For 2018's submission, please include information on any recent or ongoing work related to enhancing diversity and inclusion within the workplace and/ or community context. Consider priorities, policy changes and new or ongoing initiatives. A brief description along with objectives and outcomes is appreciated, along with any related publications or photos. Areas of interest include, but are not limited to, the following:

- Women
- Seniors
- Persons with Disabilities
- LGBTQ2+
- Aboriginal and Urban Aboriginal Peoples
- New Immigrants and Refugees
- Religious communities
- Visible Minorities
- Vulnerable populations

This is the Community Services content from 2017 submission for you to review and update:

Healthy City Strategy Partnerships:

The Mayor's Task Force hosted a Mental Health and Addictions Gender Forum, bringing together experienced stakeholders to examine the intersection of gender, mental health and addiction, and identifying gaps, challenges, best practices and solutions.

Visible minorities

Immigrant integration involves the shared work of making communities welcoming and inclusive for newcomers. In terms of supporting newcomers' integration, the city has undertaken numerous initiatives: implementing the Equal Employment Opportunity program and providing training for staff on diversity-related issues; providing financial support to non-profit organizations for social and cultural inclusion programs and activities; co-hosting the Immigrant Employment Summit; and establishing a Newcomer's Mentorship Program connecting City staff with immigrants with professional designations to address workplace and employment issues. Further, the City launched a digital newcomer's guide in 2014 and currently offers 3-1-1 Telephone Information and Referral Services in 175 different languages. The Vancouver Public Library undertakes special initiatives such as the Skilled Immigrant Info

Centre that offers employment and career advice for newcomers, and is also a partner in the NewToBC program that provides newcomers with settlement information and resources. In collaboration with diverse organizations, the City also implemented the Welcoming Communities Project in 2013/14. This project involved building Community Action Circles comprised of new immigrants and long-term residents, initiating 'Diversity in the Workplace' projects with small and medium sized businesses, and promoting stronger relations between immigrants and the Aboriginal communities.

#### Multicultural Relations Policy:

City of Vancouver has had a Civic Policy on Multicultural Relations since 1988. The policy provides formal recognition of diversity as strength, freedom from prejudice, access to civic services for all residents regardless of backgrounds, including those who encounter language barriers.

#### City of Vancouver - Preventing Sexual Exploitation and Protecting Vulnerable Adults & and Neighbourhoods Affected by Sex Work: A Comprehensive Approach and Action Plan

Sex workers often operate in isolation and with limited resources and support. The most vulnerable of sex workers are affected by barriers in the health system, poverty, racism, unstable housing, and substance abuse. Sexually-exploited youth also experience many of these conditions as well as unsafe family situations, inadequate foster placements, and the lack of necessary care. To ensure that all residents have a right to dignity, safety, and well-being, the City of Vancouver worked with the community to develop a comprehensive framework for action to: address the needs of vulnerable adults involved in sex work; prevent the sexual exploitation of youth; and mitigate the impacts on neighbourhoods. The framework includes suggestions for enhancing prevention and awareness, supporting health and safety, investing in services and supports, including opportunities to exit sex work, and improving alignment with the City's regulatory objectives.

<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>

**Healthy City Strategy:** is a long-term, integrated plan (2015-2018) for healthier people, healthier places, and a healthier community. The Healthy City Strategy (HCS) is a key strategic framework that provides a pathway towards social sustainability, complementing the Greenest City Action Plan (the ecological sustainability framework) and the Vancouver Economic Action Strategy (the economic sustainability framework.) The HCS also integrates and aligns other key City strategies and is based on extensive multi-sector collaboration and community engagement. It is the third pillar of sustainability for Vancouver to create a truly sustainable future for people, place, and planet. The HCS has evolved over time and builds on significant research and policy work since the mid-2000s, including the Four Pillars Drug Strategy, Mayor's Task Force on Mental Health and Addiction, Greenest City Action Plan, Economic Action Strategy, Moving Forward: Childcare a Cornerstone to Early Childhood Development, and the Council-approved definition of Social Sustainability.

**Goal: Being and Feeling Safe and Included-** Offer opportunities to improve competencies for City of Vancouver staff to work directly and indirectly with First Nations and Urban Aboriginal people. Identify how to best provide these opportunities to others, including the Leadership Table. The broad Outcome(s) are: Reconciliation and healing from the negative impacts and stereotypes that resulted from Canada's residential school system. Through Cultural competency training, City staff has greater understanding and capacity to respond in a positive and proactive manner when working with First Nations and Urban Aboriginal people.

**Under goal: of Being and Feeling Safe and Included,** the staff are also directed to develop and deliver broad-based training to enhance City staff capacity when addressing conditions, particularly trauma, that create vulnerability (including for example gendered violence, newcomer settlement, sex work, mental health & addictions, and dementia.) City Outputs include City staff having a greater understanding and capacity to respond in a positive and proactive manner when working with newcomers, people engaging in sex work, suffering from mental health & addictions challenges, dementia and people faced with gender based violence

<http://vancouver.ca/people-programs/being-and-feeling-safe-and-included.aspx>

Under the goal of Cultivating Connections, the overarching vision is that Vancouverites are connected and engaged in the places and spaces that matter to us. In this context, it is proposed to examine City regulations, policies, and processes that affect our relationships with and between residents - past, present and future. The broad outcomes expected are an inclusive, welcoming, resilient and safe city, where broader diversity of residents are engaged and participating in civic life more often. Vancouver is a diverse city, but not always a well-connected.

Research into social connections has found that social connections in Vancouver are often tenuous and shallow, that 54% of Vancouverites report a strong or somewhat strong sense of community belonging. This is an opportunity to show City leadership in encouraging better relationships with and between residents.

The actions under this goal include addressing historical discrimination toward minority groups and continuing to take action as a City of Reconciliation, improving our current programs, such as better engaging diverse immigrant populations and expanding our Block Party program to support those living in higher-density areas, and looking to the future by considering how we can improve neighbour-to-neighbour support systems to create improved resiliency in the face of disaster or crisis.

<http://vancouver.ca/people-programs/cultivating-connections.aspx>

#### Vancouver Immigration Partnership Initiative (2016)

For the past eighteen months the City of Vancouver, along with over 100 representatives from 65 partner organizations, formed the Vancouver Immigration Partnership (VIP) and worked to develop the Vancouver Immigrant Strategy which is aimed at increasing local capacity to assist new immigrants and refugees with engagement, integration, and access to services in Vancouver. VIP will move into the implementation phase this year and begin collaborating on a number of new and innovative initiatives to help newcomers on their path to becoming Vancouverites. [www.vancouverimmigrationpartnership.ca](http://www.vancouverimmigrationpartnership.ca)

#### Access to City Services Without Fear for Residents with Uncertain or No Immigration Status

A ground breaking policy was approved by City Council on April 6, 2016 to enable Vancouver residents with uncertain or no immigration status to access City services without fear that the City will ask for and provide information on the immigration status of individuals to other public institutions or orders of government, unless required by law. Council encourage the Boards of Parks and Recreation, the Vancouver Police, and the Vancouver Public Library, to adopt a policy which supports the spirit and objectives of the ACSWF policy. The Access to City Services Without Fear policy addresses some key concerns facing individuals with uncertain or no immigration status living in the city. This policy is an important step for Vancouver to be an inclusive and welcoming city for all people living here. Additionally the staff recommended that Council encourage the boards of Parks and Recreation, the Vancouver Police, and the Vancouver Public Library, to adopt a policy which supports the spirit and objectives of the ACSWF policy. The Access to City Services Without Fear policy addresses some key concerns facing individuals with uncertain or no immigration status living in the city. This policy is an important step for Vancouver to be an inclusive and welcoming city for all people living here.

#### New Building Rehabilitation Program: Chinese Society Legacy Program

In December 10, 2015 Council approved a new building rehabilitation program to protect and conserve the 12 society heritage buildings in Chinatown, and committed \$3.6 million towards the total program budget of \$36 million. These heritage buildings are over 100 years old and are in urgent need of rehabilitation. The program aims to upgrade these important heritage assets and create a lasting cultural legacy for generations to come.

The City Manager will work with the Chinatown Society Heritage Buildings Association to explore strategic partnerships and funding opportunities with senior levels of government, philanthropic organizations, and community partners to secure the budget for the Chinese Society Legacy Program. The funding will help Chinese family clan and benevolent societies in Chinatown or the Downtown Eastside (DTES) to continue contributing to the cultural legacy and overall revitalization of Chinatown.

#### Community Celebratory Events:

The City of Vancouver celebrates many annual community events in partnership with stakeholder communities such as Lunar New Year, Black History Month, Diwali, International Day for Elimination of Racial Discrimination, International Day of Persons with Disabilities, National Aboriginal Day, Pride Parade, International Women's Day, Eid, World Refugee Day, and Vaisakhi.

In 2015, the Accessible City and Diversity & Inclusion Awards, and were joined with several other City Awards: Civic Volunteer, Greenest City Leadership, Healthy City for All under the title "Awards of Excellence". The awards are given out annually to deserving individuals, organizations and youth. 2017 awards will be our third annual City of Vancouver Awards of Excellence recognition and celebration.

*Raise Your Hands Against Racism* was an event which the City of Vancouver partnered with several organizations to support more welcoming and inclusive communities by combating racism. <http://www.vancouverdesi.com/news/its-official-in-vancouver-mayor-gregor-robertson-declares-raise-your-hands-against-racism-day-on-march-7/842320/>

Please submit your information to me by Tuesday, April 18th latest and feel free to contact me if you have any questions.

Thank you, Parker

Parker Johnson  
Advisor, Equal Employment Opportunity Program  
City of Vancouver  
453 W. 12th Avenue, Vancouver, BC V5Y 1V4  
email: [parker.johnson@vancouver.ca](mailto:parker.johnson@vancouver.ca)  
Tel: 604.871.6716 ~ Fax: 604.871.6251 ~ TTY: 711  
***Proud to be chosen as one of Canada's Best Diversity Employers 2016***

"Be the change you wish to see in the world." ~ Mohandas Gandhi

***Note:*** *This e-mail is intended only for the person or entity for whom it was intended and may contain **confidential information**. If you are not the intended recipient of this email, you are requested to destroy this message and contact the sender via email immediately. Information in this message that does not relate to official business of the **City of Vancouver** shall be understood as having been neither given nor endorsed by it.*

**P** Please only print this email if necessary.

**From:** ["Prosken, Brenda"](#)  
**To:** ["Zak, MaryClare"](#) <[MaryClare.Zak@vancouver.ca](mailto:MaryClare.Zak@vancouver.ca)>  
**Date:** 1/27/2015 10:05:16 AM  
**Subject:** RE: Sex Work Response Guidelines and Enforcement Protocol

Thanks – this is very good and I want to thank all of you for your efforts in working toward a more respectful, healthy and informed approach from our workforce. B

General Manager  
 Community Services Department  
 City of Vancouver  
 Tel: 604.871.6858  
 453 West 12<sup>th</sup> Avenue  
 Vancouver BC V5Y 1V4

---

From: Zak, MaryClare  
 Sent: Sunday, January 25, 2015 1:18 PM  
 To: Prosken, Brenda  
 Cc: Toma, Andreea; Anderson Eng, Debbie; Mistry, Ty; Hall, Tiggy; Gossen, Cristan  
 Subject: FW: Sex Work Response Guidelines and Enforcement Protocol

Hi Brenda – for your review and approval:

The attached documents refer to the December 2013 Council report back on Sex Work and the Task Force on Sex Work and Sexual Exploitation as action items that staff are expected to follow up on/implement.

1. CoV Sex Work response guidelines – intended as a guide for all CoV staff that might come into contact with a sex worker or individual being exploited (library, parks, fire, eng, by law enf and property use)
2. CoV Enforcement protocol – specific to staff in CoV bylaw enforcement – licensing and inspections

Process: Staff worked with other CoV depts to create, and considered input from external stakeholders.

Implementation: Deb is working with Andreea to set up a short training session targeted to licensing and by law enforcement staff to explain the guidelines & how to implement – to be delivered with the assistance of Living in Community.

Outstanding items from Council Report 1) A 'general training' on 'vulnerable populations' is expected to be created for 'all staff' (under development) that will include sex workers. 2) actions related to housing (meeting with housing on the 27<sup>th</sup> to review & will advise – let me know if you want to discuss prior to as you may have some thoughts here).

Timing for your response: by Wednesday (January 27<sup>th</sup>).

Impacts on other depts: Given building by law enforcement report to Brian, could consider sending a note to Brian to let him know - we can draft for you

mc

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>  
**To:** "Sharp, Nicola" <[nicola.sharp@vancouver.ca](mailto:nicola.sharp@vancouver.ca)>  
"Mark, Erica" <[erica.mark@vancouver.ca](mailto:erica.mark@vancouver.ca)>  
**Date:** 3/16/2016 10:37:33 AM  
**Subject:** RE: Sex Work Training

Hi Nicola and Erica,

The Sex Work training consists of two components:

1. Contracting Living in Community once a year to deliver their "Curriculum for Change" 3.5 hr sex work awareness workshop to a diverse representation of employees. (City staff do not deliver this specific training)
  - <http://livingincommunity.ca/our-work/training>
2. A 1 – 1.1/2 hr presentation on "The City of Vancouver Sex Work Response Guidelines" which includes a bit of background and context re sex work in Vancouver but its primary focus is on the staff guidelines and the municipal approach to sex work. I am delivering this training for the first time to the Gathering Place next week during a staff meeting. From there, I plan to connect with other departments and determine optimal and accommodating opportunities for the training. I am currently finalizing the Power Point and do not have a summary sheet as of yet but am happy to write one up after the pilot.
  - <http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Best,  
Ty

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

---

From: Sharp, Nicola  
Sent: Thursday, March 10, 2016 12:35 PM  
To: Mistry, Ty; Mark, Erica  
Subject: Sex Work Training

Hi Ty,

Erica, a Recreation Services Coordinator with Parks and Recreation, heard about the sex work training you coordinate during our Training Advisory Group meeting. Do you have a summary document you could send Erica with information about the training?

Best,

Nicola Sharp  
City of Vancouver, Social Policy  
604.871.6864

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>

**To:** "Toma, Andreea" <[andreea.toma@vancouver.ca](mailto:andreea.toma@vancouver.ca)>

**Date:** 9/8/2015 1:25:59 PM

**Subject:** Sex Work Awareness Training for CoV Staff and Introduction of CoV Sex Work Response Guidelines - September 29, 2015

Dear Andreea,

On behalf of Social Policy, I would like to invite you and your staff to attend a workshop on Tuesday, September 28<sup>th</sup>, from 1-4pm designed to enhance City staff's awareness of the complexity of sex work to best respond to the needs of all residents and communities. As many sex workers face significant stigma and other barriers when attempting to access mainstream services, the goal of this training is to ensure fair and consistent treatment when they are accessing City services or interacting with City employees.

In July the City Manager and the Corporate Management Team approved the *City of Vancouver Sex Work Response Guidelines* (link below) with the understanding that staff training is required to implement them. The guidelines outline a respectful, non-discriminatory and consistent approach towards all individuals engaged in sex work by City staff during the course of their professional duties and have been disseminated both internally and publicly.

This effort, in addition to the training, reflects our ongoing commitment to address the issues of sex work from a human rights perspective and promote a balanced and coordinated municipal approach to create safer and healthier communities for all.

We would like three employees from your department to participate. Seating is limited so please RSVP to [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca) by Monday, September 21<sup>st</sup>. The guidelines and other policy & training background information are provided below.

Thank you,  
Ty

Background:

City of Vancouver Sex Work Response Guidelines: Released September 8<sup>th</sup>, 2015

The guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work. In 2013, the Vancouver Police Department adopted their *Sex Work Enforcement Guidelines* that are centered on 'balancing the needs of the community and the safety of sex workers.' The below guidelines outline a similar approach for all City employees.

Read the Sex Work Response Guidelines: <http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Sex Work Awareness Training:

In 2012 the City of Vancouver Task Force on Sex Work and Sexual Exploitation contracted Living in Community (LIC) to develop and deliver training tailored for key City departments to examine individual, organizational and societal beliefs of sex work and the resulting impact on the delivery of services.

You can find out more information at [www.livingincommunity.ca](http://www.livingincommunity.ca).

During the training, staff will:

- Learn about the purpose and objectives of the City's Sex Work Response Guidelines.
- Identify individual and cultural values, beliefs, and stereotypes in regard to sex work and sex workers.
- Identify how organizational culture can affect how services are provided to sex workers.
- Acquire awareness/skills necessary to effectively respond to the needs of sex workers.

Related City links:

- Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation:  
<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>
- City of Vancouver response to Missing Women Commission of Inquiry:  
<http://former.vancouver.ca/ctyclerk/cclerk/20131218/documents/cfsc7.pdf>

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>  
**To:** "Young, Carol Ann" <[CarolAnn.Young@vancouver.ca](mailto:CarolAnn.Young@vancouver.ca)>  
**Date:** 9/9/2015 7:55:05 AM  
**Subject:** Sex Work Awareness Training September - Email Invite to City department managers

Hi Carol Ann - As requested, please see below the email invite for the SW training on September 29th from 1-4pm and the list of managers who received it. We identified key departments that would most likely be interacting with sex workers or addressing issues related to sex work. (i.e. comm's, fire, engineering, VPL, housing)  
 Thanks - Ty

Dear (Manager)

On behalf of Social Policy, I would like to invite you and your staff to attend a workshop on Tuesday, September 29, from 1-4pm designed to enhance City staff's awareness of the complexity of sex work to best respond to the needs of all residents and communities. As many sex workers face significant stigma and other barriers when attempting to access mainstream services, the goal of this training is to ensure fair and consistent treatment when they are accessing City services or interacting with City employees.

In July the City Manager and the Corporate Management Team approved the *City of Vancouver Sex Work Response Guideline* (link below) with the understanding that staff training is required to implement them. The guidelines outline a respectful, non-discriminatory and consistent approach towards all individuals engaged in sex work by City staff during the course of their professional duties and have been disseminated both internally and publicly.

This effort, in addition to the training, reflects our ongoing commitment to address the issues of sex work from a human rights perspective and promote a balanced and coordinated municipal approach to create safer and healthier communities for all.

We would like three employees from your department to participate. Seating is limited so please RSVP to [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca) by Monday, September 21<sup>st</sup>. The guidelines and other policy & training background information are provided below.

Thank you,  
 Ty

Background:

City of Vancouver Sex Work Response Guidelines Released September 8<sup>th</sup>, 2015

The guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work. In 2013, the Vancouver Police Department adopted their *Sex Work Enforcement Guidelines* that are centered on 'balancing the needs of the community and the safety of sex workers.' The below guidelines outline a similar approach for all City employees.

Read the Sex Work Response Guidelines: <http://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

Sex Work Awareness Training:

In 2012 the City of Vancouver Task Force on Sex Work and Sexual Exploitation contracted Living in Community (LIC) to develop and deliver training tailored for key City departments to examine individual, organizational and societal beliefs of sex work and the resulting impact on the delivery of services.

You can find out more information at [www.livingincommunity.ca](http://www.livingincommunity.ca)

During the training, staff will:

- Learn about the purpose and objectives of the City's Sex Work Response Guidelines.
- Identify individual and cultural values, beliefs, and stereotypes in regard to sex work and sex workers.
- Identify how organizational culture can affect how services are provided to sex workers.
- Acquire awareness/skills necessary to effectively respond to the needs of sex workers.

Related City links:

- Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation:  
<http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx>
- City of Vancouver response to Missing Women Commission of Inquiry:  
<http://former.vancouver.ca/ctyclerk/cclerk/20131218/documents/cfsc7.pdf>

Malcolm Bromley  
 Jerry Dobrovolsky  
 Brian Jackson  
 Rena Kendall-Craden  
 Mukhtar Latif  
 John McKeamney  
 Andreea Toma

Ty Mistry | Social Planner  
 Community Services | City of Vancouver  
 t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

8/9/2017

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>**To:** "IT Help Centre e-help" <[ITHelpCentre.E-Help@vancouver.ca](mailto:ITHelpCentre.E-Help@vancouver.ca)>**Date:** 9/4/2015 10:39:39 AM**Subject:** Social Policy Priority: Post Sex Work Response Guidelines on City Public website under Health and Safety of sex workers - SEPTEMBER 8th**Attachments:** CS - Social Policy - Sex Work Response Guidelines - 2015-09-02.pdf

Hi – I am requesting that the City of Vancouver Sex Work Response Guidelines be posted on our website under: <http://vancouver.ca/people-programs/Health-and-safety-for-sex-workers.aspx> on Tuesday, September 8th.

Please find the intro below:

The City of Vancouver Sex Work Response Guidelines were developed to promote a balanced and coordinated approach across City departments when responding to issues relating to sex work.

In 2013, the Vancouver Police Department adopted their Sex Work Enforcement Guidelines that are centered on 'balancing the needs of the community and the safety of sex workers.' The City of Vancouver Sex Work Response Guidelines outline a similar approach for all City employees. They promote consistent, nondiscriminatory and respectful treatment of anyone engaged in sex work when accessing City services or interacting with City employees.

The guidelines reflect our ongoing commitment to address the issues of sex work from a human rights perspective to create safer and healthier communities for all.

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

# City of Vancouver Sex Work Response Guidelines

*A balanced approach to safety, health and well-being for sex workers  
and neighbourhoods impacted by sex work*



## Background

The historical criminalized and stigmatized nature of sex work has resulted in tremendous abuses towards sex workers in Vancouver. Systemic discrimination has created significant barriers for many to access mainstream legal, health and social services and has denied them their rights to protection and support. Sex work is a complex and controversial issue and its impacts on individuals and communities have garnered much public attention locally and Canada-wide.

The Missing Women Commission of Inquiry (MWCI) was established in 2010 to examine investigations by the police between 1997 and 2002 and failures within the justice system in regard to the tragedy of the missing and murdered women from Vancouver's Downtown Eastside. The MWCI report, *Forsaken*, (2012) emphasised an urgent need for a comprehensive and collaborative approach by all levels of government, courts and law enforcement agencies to prioritize and mobilize efforts to increase the health and safety of vulnerable women in sex work.

The City of Vancouver (CoV) has taken an active role to increase the social inclusion of those engaged in sex work, prevent the sexual exploitation of youth and address the impacts of sex work on communities. The CoV's 2011 report, *Preventing Sexual Exploitation and Protecting Vulnerable Adults and Neighbourhoods Affected by Sex Work: A Comprehensive Approach and Action Plan*, outlines an extensive framework to achieve these goals in partnership with community, health authorities, and governments.

In 2010, the Vancouver Police Department (VPD) altered their approach from the criminalization of sex workers to relationship-building and safety promotion in response to the MWCI. Developed in consult with the community, The VPD's *Sex Work Enforcement Guidelines* were formalized in 2013 and are centered on "balancing the needs of the community and the safety of sex workers."

The CoV Sex Work Response Guidelines outline a similar approach for all CoV staff and are intended to proactively address the realities of those in the sex industry and prioritize the health, safety and dignity of all residents and neighbourhoods. The principles outlined in this document directly align with Council's priority to build safe and inclusive communities for all residents, a primary goal in the CoV's Healthy City Strategy.

## Purpose

The CoV Sex Work Response Guidelines were developed to promote a respectful, non-discriminatory and consistent approach among CoV employees who interact with anyone in the sex industry through the course of their duties. The specific objectives of the guidelines are to:

- ensure fair and unbiased treatment towards sex workers and promote sex worker safety, dignity and well-being;
- encourage an equitable and non-discriminatory approach with all individuals engaged in the sex industry;
- mitigate negative impacts of sex work on sex workers, residents and neighbourhoods;
- promote safe environments for all residents and neighbourhoods; and
- build positive relationships with individuals and businesses engaged in the sex industry, and individuals, businesses and neighbourhoods impacted by sex work.

*Note: The CoV wholly opposes all forms of human trafficking which include domestic and international trafficking for the purposes of sexual exploitation. Human trafficking is an abhorrent violation of human rights and should be criminalized under national, regional, and international anti-trafficking laws, policies and interventions.*

*The CoV considers the involvement of anyone under the age of consent in transactional sex as youth sexual exploitation. All CoV employees who have reason to believe that a child has been or is likely to be abused, exploited or neglected have a legal duty under the Child, Family and Community Service Act to report the matter immediately.*

## Scope

These guidelines consider the diversity of individuals involved in the sex industry. They apply to:

- both indoor and outdoor sex workers;
- sex industry-related businesses and adult entertainment establishments;
- at-risk groups, including sex workers in the Downtown Eastside, Aboriginal sex workers, self-identified males and females, and indoor immigrant sex workers; and
- residents and neighbourhoods impacted by sex work.

The Guidelines will support all City of Vancouver staff in addressing the following areas connected to sex work:

- day to day interactions with public, including complaints;
- policy work at City;
- operational responses; and
- licensing, regulating, inspecting and enforcing of businesses.

## Principles

The CoV's Code of Conduct defines six key principles that all employees must observe. Acceptance of these principles is a condition of employment for every public servant at the CoV, and guides their interactions with all members of the public.

1. **Integrity:** Employees are the keepers of the public trust and must uphold the highest standards of ethical behaviour.
2. **Accountability:** Employees are obligated to answer to the responsibilities that have been entrusted to them and the decisions they make.
3. **Responsibility:** Employees must act responsibly, within the law and within the authorities of the Vancouver Charter.
4. **Leadership:** Employees must demonstrate and promote the key principles of the Code of Conduct through their decisions, actions and behaviour.
5. **Respect:** Employees must conduct public business efficiently, with decorum and with proper attention to the city's diversity.
6. **Openness:** Employees have a duty to be as open as possible about their decisions and actions by communicating decision-making processes, encouraging appropriate public participation and appropriate means for providing feedback.

In addition to the above, the following principles focused on health, safety and dignity speak directly to CoV employee conduct when responding to sex work issues and complaints.

1. The **well-being of all citizens** is the primary priority of all interactions addressing issues related to sex work.
2. Employees are encouraged to separate personal values and morals regarding sex work from their profession in order to perform their duties with **fairness, objectivity and impartiality**.
3. Building **positive relationships** between sex workers, residents, businesses, neighbourhoods and CoV staff is the primary focus of CoV sex work response guidelines.

# City of Vancouver Sex Work Response Guidelines

When addressing issues connected to sex work in Vancouver, CoV staff's priority is to ensure the health and safety of sex workers, residents and neighbourhoods. CoV employees are expected to govern their conduct in a manner consistent with the following guidelines in their professional relations with individuals, businesses and the public.

## Policy and Strategic Responses:

1. When drafting policies and strategic responses in all City departments, staff will consult with appropriate internal departments and external stakeholders, such as the CoV sex work social planners and community partners, in order to ensure the safety, health and rights of all individuals.
2. Staff will listen to, consider and where possible, incorporate feedback from the community, experiential persons and sex work organizations in developing policy, and strategic and operational responses.
3. Staff will abide by confidentiality agreements between all individuals in advisory capacities and will respect the privacy and identity concerns of experiential persons.
4. Staff will take a non-discriminatory approach when interacting with all individuals engaged in the sex industry.
5. Staff will work to educate the public about objectives contained in this document, in particular, the importance of a non-discriminatory approach.

## By-law Regulation and Enforcement:

1. When responding to complaints about indoor and outdoor sex work, the safety, health and rights of individuals engaged in sex work will be respected.
2. When individuals involved in sex work are the subject(s) of a complaint, staff will engage the sex work social planners to assist with resolving the situation where appropriate and/or connecting them to appropriate community organizations.
3. Adult consensual sex work is in itself not a by-law violation.
4. The CoV recognizes that any policy which inhibits people from safe sex practices is counteractive to the health and safety of all residents. Therefore, the use of safe sex materials such as condoms and educational materials is not a by-law violation.
5. When engaged in regulatory enforcement, CoV staff will be transparent about their reasons for inspecting premises, with the exception of safety concerns.
6. Staff will respond to complaints and concerns at a level proportional to potential risk.
7. The CoV does not alert the media when enforcement actions are carried out for any licensed business, including indoor establishments where sex work may occur.

## Responsibility:

1. Supervisors and Managers are responsible for promptly addressing employees when their conduct or behaviour is inconsistent with the intent of the Sex Work Response Guidelines.
2. The designated supervisor will investigate the complaint, identify the problem and seek to resolve the concern. Any further action taken will abide by current CoV accountability protocols.

**From:** [fenella@dscomgroup.ca](mailto:fenella@dscomgroup.ca)  
**To:** "Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)>  
**Date:** 4/1/2016 9:00:49 AM  
**Subject:** Translation services for City of Vancouver - Social Policy Department - update II

Hi Ty,

Sorry for the delay. I should have provided you with an update but things have been really hectic these days!

I received the translation some time ago but it is not up to standard and not translated in the style I would expect. So I sent it back and requested for it to be re-translated.

We are working full speed on it and hope to rush through the weekend and be able to send you the finalized version early next week.

Thank you for your understanding!

Fenella

On Thu, 31 Mar 2016 14:50:24 +0000

"Mistry, Ty" <[Ty.Mistry@vancouver.ca](mailto:Ty.Mistry@vancouver.ca)> wrote:

> Hi Fenella,  
 > Can you please provide an update on the translation of  
 > the City of Vancouver Sex Work Response Guidelines?  
 > We are quite overdue on their provision to the  
 > community.  
 > Thanks!  
 > Ty  
 >  
 >  
 > Ty Mistry | Social Planner  
 > Community Services | City of Vancouver  
 > t. 604.871.6697 | f. 604.871.6048  
 > [ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)  
 >  
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 > -----Original Message-----  
 > From: [fenella@dscomgroup.ca](mailto:fenella@dscomgroup.ca)  
 > [<mailto:fenella@dscomgroup.ca>]  
 > Sent: Tuesday, February 09, 2016 4:45 PM  
 > To: Mistry, Ty  
 > Cc: [s.22\(1\)](#)  
 > Subject: Translation services for City of Vancouver -  
 > Social Policy Department - update  
 > Importance: High  
 >  
 >  
 > Hi Ty,

>  
> Thank you so much for following up. I was about to send  
>you an update.  
>  
> The document has been translated but our Chinese editor  
>responsible for simplified Chinese editing has been away  
>for over a month, and I am just waiting for his return to  
>polish/revise the language into a lay person-friendly  
>style that we had agreed upon.  
>  
> He should be back next week after the CNY so I hope to  
>send the finalized version to you by the end of next  
>week.  
>  
> Sorry for the delay and kindly let me know if you have  
>any questions.  
>  
> Thank you!  
>  
>Fenella  
>  
>  
> On Tue, 9 Feb 2016 16:44:33 +0000  
> "Mistry, Ty" <Ty.Mistry@vancouver.ca> wrote:  
>> Hi Fenella,  
>> I was just checking in to inquire about the progress of  
>>the  
>>translation re the City of Vancouver Sex Work Response  
>>Guidelines.  
>> Thanks!  
>> Ty  
>>  
>> Ty Mistry | Social Planner  
>> Community Services | City of Vancouver t. 604.871.6697 |  
>>f.  
>> 604.871.6048 ty.mistry@vancouver.ca  
>>  
>>  
>>  
>> -----Original Message-----  
>>From: fenella@dscomgroup.ca  
>>[mailto:fenella@dscomgroup.ca]  
>> Sent: Tuesday, December 08, 2015 4:31 PM  
>> To: Mistry, Ty  
>> Subject: Translation services for City of Vancouver -  
>>Social Policy  
>>Department - reply with quote & turnaround time -  
>>confirmed  
>>  
>>  
>> Done deal, Ty! Will let you know if I have any further  
>>questions!  
>>  
>> Many thanks and talk again soon!  
>>

>>Fenella  
>>  
>>  
>> On Tue, 8 Dec 2015 23:23:43 +0000  
>> "Mistry, Ty" <Ty.Mistry@vancouver.ca> wrote:  
>>> HI Fenella,  
>>> Yes, that is exactly what I require and the timing is  
>>>perfect.  
>>> Thanks!  
>>> Ty  
>>>  
>>>  
>>> Ty Mistry | Social Planner  
>>> Community Services | City of Vancouver t. 604.871.6697 |  
>>>f.  
>>> 604.871.6048 ty.mistry@vancouver.ca  
>>>  
>>>  
>>>  
>>> -----Original Message-----  
>>>From: fenella@dscomgroup.ca  
>>>[mailto:fenella@dscomgroup.ca]  
>>> Sent: Tuesday, December 08, 2015 2:42 PM  
>>> To: Mistry, Ty  
>>> Cc: s.22(1)  
>>> Subject: Translation services for City of Vancouver -  
>>>Social Policy  
>>>Department - reply with quote & turnaround time II  
>>> Importance: High  
>>>  
>>>  
>>> Thank you so much, Ty!  
>>>  
>>> I just want to confirm the following:  
>>>  
>>> Translation from English to simplified Chinese  
>>>characters No artwork  
>>>or layout required. Translation delivered in standard  
>>>document format  
>>>in Word.  
>>> Delivery date: the week of Jan 4, 2016 but before  
>>>Friday, Jan 8, 2016  
>>>Translation fee: \$700 + GST  
>>>  
>>> Kindly reply to confirm if the above is agreeable to  
>>>you.  
>>>  
>>> Many thanks!  
>>>  
>>>Fenella  
>>>  
>>>  
>>>  
>>> On Tue, 8 Dec 2015 22:23:56 +0000  
>>> "Mistry, Ty" <Ty.Mistry@vancouver.ca> wrote:

>>>> HI Fenella,  
>>>> The flat translation rate you kindly provided has been  
>>>>approved!  
>>>> Please let me know if there is anything else you need to  
>>>>complete  
>>>>this project.  
>>>> Much appreciation and Happy Holidays!  
>>>> Ty  
>>>>  
>>>>  
>>>> Ty Mistry | Social Planner  
>>>> Community Services | City of Vancouver t. 604.871.6697 |  
>>>>f.  
>>>> 604.871.6048  
>>>>ty.mistry@vancouver.ca<mailto:ty.mistry@vancouver.ca>  
>>>>  
>>>>  
>>>>From: Fenella Sung, DS Communications Group Ltd.  
>>>>[mailto:fenella@dscomgroup.ca]  
>>>> Sent: Wednesday, December 02, 2015 5:21 PM  
>>>> To: Mistry, Ty  
>>>> Cc: Fenella Sung  
>>>> Subject: Translation services for City of Vancouver -  
>>>>Social Policy  
>>>>Department - reply with quote & turnaround time  
>>>>  
>>>>  
>>>> No rush, Ty! Simply let me know if you are good to go  
>>>>so that I can  
>>>>slot your project into my Dec schedule.  
>>>>  
>>>> Many thanks!  
>>>>  
>>>>Fenella  
>>>>  
>>>>From: Mistry, Ty<mailto:Ty.Mistry@vancouver.ca>  
>>>> Sent: Tuesday, December 01, 2015 5:47 PM  
>>>> To: Fenella Sung, DS Communications Group  
>>>>Ltd.<mailto:fenella@dscomgroup.ca>  
>>>> Subject: RE: Translation services for City of Vancouver  
>>>>- Social Policy Department - reply with quote &  
>>>>turnaround time  
>>>>  
>>>> Hi Fenella,  
>>>> Apologies for the delay in my reply. Departmental  
>>>>approval of the  
>>>>cost is still required and I anticipate receiving a  
>>>>confirmation by  
>>>>end of week. Also, serving as an educational piece is  
>>>>exactly the  
>>>>intent of the document and a January due date works just  
>>>>fine.  
>>>> Much appreciation,  
>>>> Ty

>>>>  
>>>> Ty Mistry | Social Planner  
>>>> Community Services | City of Vancouver t. 604.871.6697 |  
>>>>f.  
>>>> 604.871.6048  
>>>>ty.mistry@vancouver.ca<mailto:ty.mistry@vancouver.ca>  
>>>>  
>>>>  
>>>>  
>>>> \_\_\_\_\_  
>>>>From: Fenella Sung, DS Communications Group Ltd.  
>>>>[fenella@dscomgroup.ca]  
>>>> Sent: Sunday, November 29, 2015 10:07 PM  
>>>> To: Mistry, Ty  
>>>> Cc: Fenella Sung  
>>>> Subject: Translation services for City of Vancouver -  
>>>>Social Policy  
>>>>Department - reply with quote & turnaround time  
>>>>  
>>>> Hello Ty,  
>>>>  
>>>> I have reviewed the document and will be pleased to  
>>>>offer you a flat  
>>>>translation rate of \$700 + GST to translate it from  
>>>>English to  
>>>>simplified Chinese. Note that we have to modify the level  
>>>>of register  
>>>>to change it from a academic/policy document to a public  
>>>>educational  
>>>>piece that your target group will find easy to  
>>>>understand.  
>>>>  
>>>> That said, I am fully booked until mid-Dec for a huge  
>>>>project on  
>>>>hand so it would be ideal if we could set the delivery  
>>>>deadline to  
>>>>after the holidays, say Jan 4 or so.  
>>>>  
>>>> Let me know ASAP if the above suits you. Many thanks!  
>>>>  
>>>>Fenella  
>>>>  
>>>>  
>>>>From: Mistry, Ty<mailto:Ty.Mistry@vancouver.ca>  
>>>> Sent: Monday, November 23, 2015 4:23 PM  
>>>> To: Fenella Sung, DS Communications Group  
>>>>Ltd.<mailto:fenella@dscomgroup.ca>  
>>>> Subject: RE: Translation services for City of Vancouver  
>>>>- Social Policy Department - reply  
>>>>  
>>>> Hi Fenella,  
>>>> Thank you for your prompt reply! In short - As soon as  
>>>>you are able  
>>>>is my timeline.  
>>>> Ty  
>>>>

>>>> Ty Mistry | Social Planner  
>>>> Community Services | City of Vancouver t. 604.871.6697 |  
>>>>f.  
>>>> 604.871.6048  
>>>>ty.mistry@vancouver.ca<mailto:ty.mistry@vancouver.ca>  
>>>>  
>>>>  
>>>>  
>>>>From: Fenella Sung, DS Communications Group Ltd.  
>>>>[mailto:fenella@dscomgroup.ca]  
>>>> Sent: Monday, November 23, 2015 3:52 PM  
>>>> To: Mistry, Ty  
>>>> Cc: Fenella Sung  
>>>> Subject: Translation services for City of Vancouver -  
>>>>Social Policy  
>>>>Department - reply  
>>>> Importance: High  
>>>>  
>>>>  
>>>> Hello Ty,  
>>>>  
>>>> Thank you for your inquiry and sending the document  
>>>>over. May I know  
>>>>the expected time line of your project please? Just want  
>>>>to see if my  
>>>>schedule can fit yours.  
>>>>  
>>>> Many thanks and I expect to hear back from you.  
>>>>  
>>>>Fenella  
>>>>  
>>>>  
>>>>From: Mistry, Ty<mailto:Ty.Mistry@vancouver.ca>  
>>>> Sent: Monday, November 23, 2015 3:31 PM  
>>>> To: fenella@dscomgroup.ca<mailto:fenella@dscomgroup.ca>  
>>>> Subject: Translation services for City of Vancouver -  
>>>>Social Policy  
>>>>Department  
>>>>  
>>>> Hi Fenalla,  
>>>>  
>>>> My name is Ty Mistry and I work in the Social Policy  
>>>>Department of  
>>>>the City of Vancouver. A large portion of my portfolio at  
>>>>the City is  
>>>>the health and safety of sex workers and we have just  
>>>>recently  
>>>>released the City of Vancouver Sex Work Response  
>>>>Guidelines.  
>>>>Baldwin Wong gave  
>>>>me your contact information as I am looking to translate  
>>>>the attached  
>>>>document into Simplified Chinese to distribute to  
>>>>immigrant women who  
>>>>work in massage parlours.

>>>> Can you let me know the costs of the translation service  
>>>>I require?  
>>>>  
>>>> Much appreciation,  
>>>> Ty  
>>>>  
>>>> Ty Mistry | Social Planner  
>>>> Community Services | City of Vancouver t. 604.871.6697 |  
>>>>f.  
>>>> 604.871.6048  
>>>>ty.mistry@vancouver.ca<mailto:ty.mistry@vancouver.ca>  
>>>>  
>>>>  
>>>>  
>>>  
>>  
>

**From:** "Mistry, Ty" <[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)>  
**To:** "Young, Carol Ann" <[CarolAnn.Young@vancouver.ca](mailto:CarolAnn.Young@vancouver.ca)>  
**Date:** 9/10/2015 8:47:38 AM  
**Subject:** Translation services for SW Response Guidelines for immigrant sex workers

---

Good morning Carol Anne – I work closely with SWAN Society, a nonprofit that provides outreach and links to health, social and legal services for immigrant women working in indoor sex work. They are partially funded by our DSS grants. In the past, we have had several discussions around the City providing translation services as they operate on an extremely tight budget. MC decided it was fair that we cover services (Simplified Chinese) for City-related documents only. And now we have released the guidelines.

Can you please direct me to whoever can assist in this process?

Many thanks,

Ty Mistry | Social Planner  
Community Services | City of Vancouver  
t. 604.871.6697 | f. 604.871.6048  
[ty.mistry@vancouver.ca](mailto:ty.mistry@vancouver.ca)

<b>From:</b>	<a href="mailto:ty.mistry@vancouver.ca">"Mistry, Ty" &lt;ty.mistry@vancouver.ca&gt;</a>
<b>To:</b>	<a href="mailto:Dianna.Hurford@vancouver.ca">"Hurford, Dianna" &lt;Dianna.Hurford@vancouver.ca&gt;</a>
<b>Date:</b>	4/30/2017 10:42:18 AM
<b>Subject:</b>	Two PPT's to pull from re Standing in Inquiry
<b>Attachments:</b>	1 WAC - SWSE Action Plan and Anti-violence Presentation.pptx MWCI City PP.pdf

Hi, Hope these ppts don't take up all your email capacity - The MWCI ppt and one I created for WAC on our sex work response, which includes a reference to the Inquiry and some images, are attached.

# Sex Work and Sexual Exploitation Action Plan and Countering Gender-based Violence: Updates

*For: City of Vancouver's  
Women's Advisory Committee,  
November 13, 2016*





# Background

## Living in Community (LIC) Action Plan (2007)

- 27 actions
- 12 for City of Vancouver

## Council Report

Preventing Sexual Exploitation  
and Protecting Vulnerable  
Adults and Neighbourhoods  
Affected by Sex Work:  
A Comprehensive Approach  
and Action Plan  
(2011)

## Forsaken: Report of the Missing Women Commission of Inquiry (2012)

- 3 recommended actions for the City of Vancouver:
  - Commit to LIC Action Plan
  - 2 liaison positions
  - Coordinate with VPD to reduce court warrants

## Leadership and Coordination



## Response Framework & Action Plan: A Comprehensive Approach

- 5 Theme Areas
- 15 Actions for City
- 19 Actions for senior government leadership

## City Task Force on Sex Work and Sexual Exploitation - 5 priority areas



## Council Report

Report back on Missing Women Commission of Inquiry and City Task Force on Sex Work & Sexual Exploitation  
(2013)

2 social planners and City departments

# Operating under Ethical Guidelines

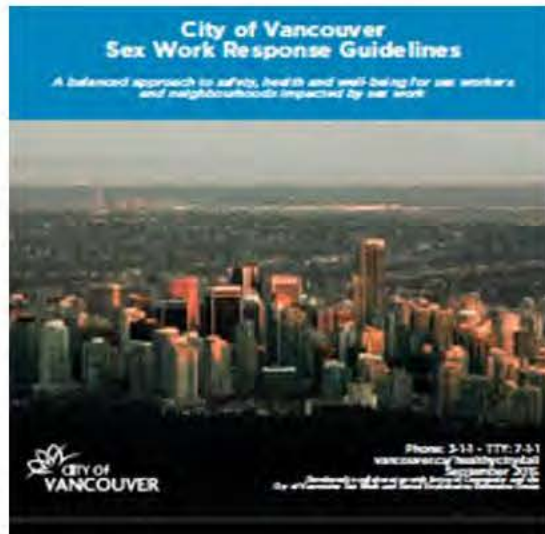


VANCOUVER POLICE DEPARTMENT  
SEX WORK ENFORCEMENT GUIDELINES  
ADOPTED JANUARY 2013

2010: VPD altered their approach to safety promotion and relationship building

2013: VPD formalized the Sex Work Enforcement Guidelines.

2016: Adapting into Province-wide



2015: COV adopts a balanced, coordinated and nondiscriminatory approach

- Include experiences in policy development and strategic responses
- Ensure health, safety and dignity during regulatory practices

# 1. Services, Supports and Exiting

Page 6

*GOAL: Provide and leverage funding and identify gaps in service*

---



- Community Service Grants
  - Sex Work
  - Indigenous
  - Women's
  - Legal access
  - Peer support
  - Mental Health
  - LGBTQ2S+
- Exiting Consortium
- Drop-In Centre in Cedar Cottage
- Advisory Committees





- Mayor's Proclamation
  - Fund Event
  - VCAT Steering Committee
- 
- Ongoing Community Service Grants
  - PLEA: Mobile Website
  - On-line outreach practices
  - VBE: Interactive games

## *GOAL: Increase Safety through Housing and Shelter*

2013

- “Who to Call” Flyer for landlord issues
- 235 E. Hastings - 36 units (Atira)

2014

- Communications strategy with landlords on women’s safety
- 111 Princess St. - 139 units (PHS)

2015

- 220 Princess St. - 147 units (Raincity)
- SRO Task Force consults with women in the DTES

Ongoing development of Housing and Shelter options that account for vulnerable women’s safety



## 4. Training and Awareness: Reduce Stigma

Page 9

*GOAL: Build organizational capacity for equitable, inclusive services*

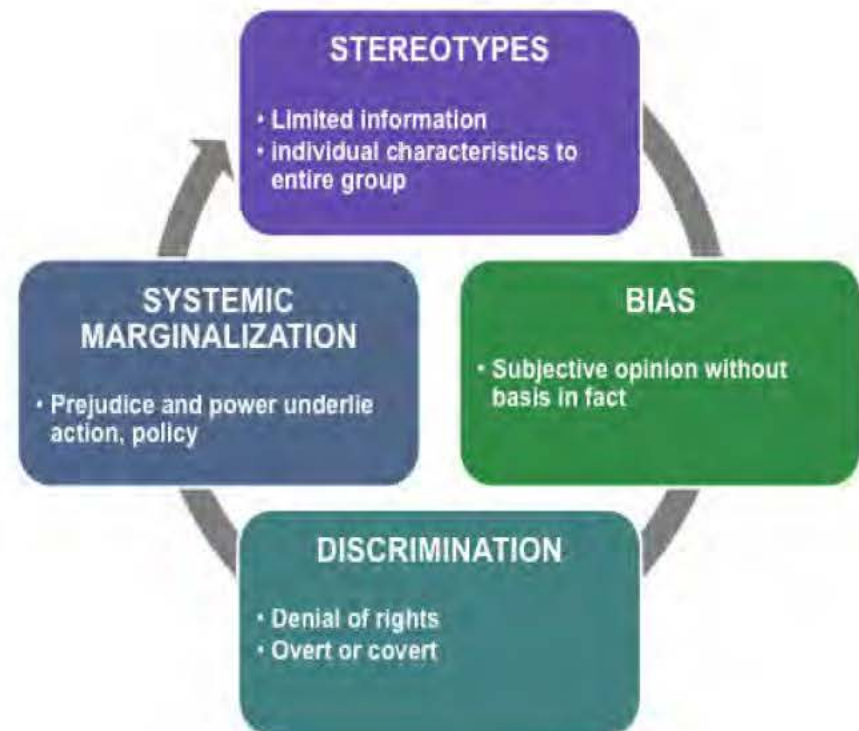
---

- Sex Work and Sexual Exploitation Awareness

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- Sex Work Response Guidelines

---
- Diversity, Equity & Inclusion

---
- Indigenous Awareness



## *GOAL: Promote responsible business practices and community safety*

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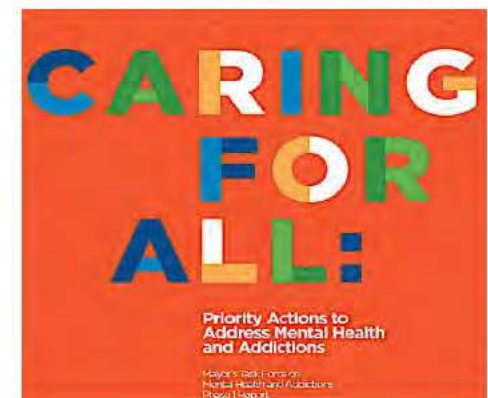
- 2013
  - Amended by-laws for health and safety of businesses and neighbourhoods
- 2014
  - Developed Enforcement Protocol to ensure equitable regulatory practices.
  - Respond to the impacts of sex work with a collaborative, coordinated approach

---
- Wrote Joint Brief to House of Commons and Senate on Federal Prostitution laws
- 2016
  - Acknowledged historical wrongs of past municipal actions by installation of memorial



# Embedding Health and Safety into other strategies

- Healthy City Strategy
- Mayor's Task Force on Mental Health and Addictions
- Housing and Homeless Strategy
- City of Reconciliation
- DTES Community Economic Development



# Countering Gender Violence

2016

- Work with community and Urban Aboriginal Peoples Advisory Committee to support the National Inquiry into Missing and Murdered Indigenous Women and Girls
- Advocate for 24 hour DTES Women's Drop-in Centre

2017

- Work on implementing the recommendations of the "Trans\*, Gender- Variant and Two Spirit Inclusion" report
- Develop gender lens and identify potential opportunity to support Federal Strategy on Gender-based Violence



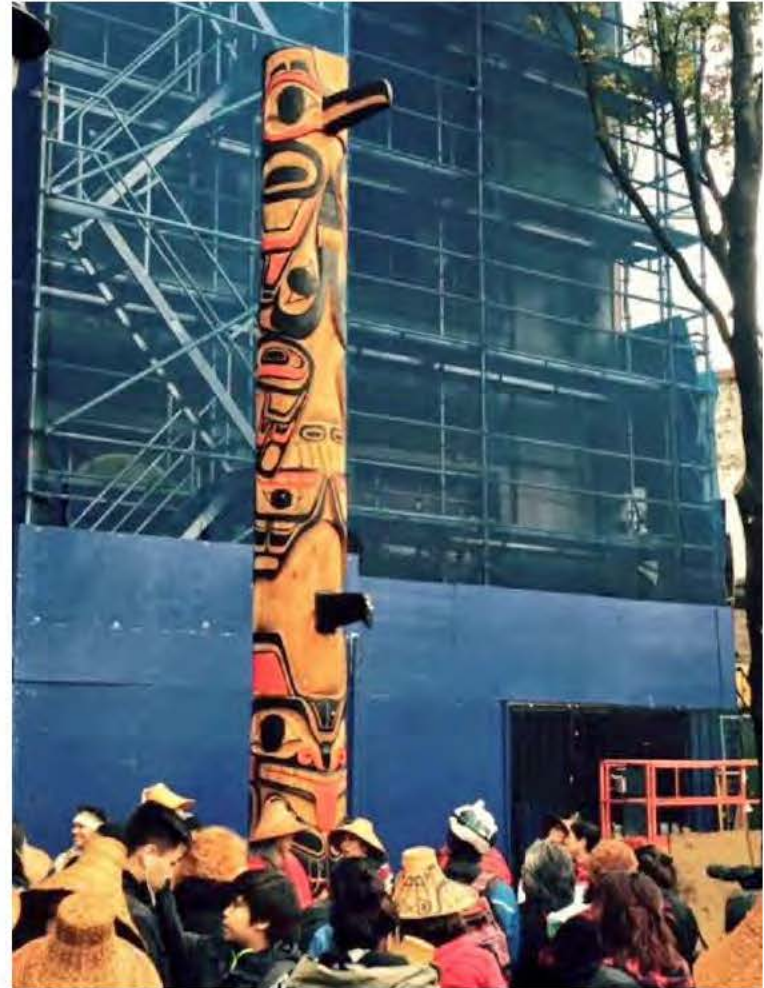
National Inquiry into  
Missing and Murdered  
Indigenous Women and Girls

# Women's Health and Safety

- 2014
  - Supported research of systemic violence against women in the DTES
- 2016
  - Funded Atira's women's housing for upgrades and additional units (Planning)
  - Worked with VCH 2<sup>nd</sup> Generation strategy for safe women spaces
  - Exploring training with EVA BC on prevention of gendered violence
  - Funded DTES Women's Centre Women's Fair
  - The Lux: Low Barrier Employment Hub



## Questions?



# Forsaken: Report of the Missing Women Commission of Inquiry City of Vancouver Response

Report Reference  
City of Vancouver Council  
January 2013



# Presentation Outline

- I. Missing & Murdered Women
- II. Inquiry Background & Overview of Recommendations
- III. Specific Recommendations directed to City of Vancouver & Current Status
- IV. Next Steps

# I. Missing & Murdered Women

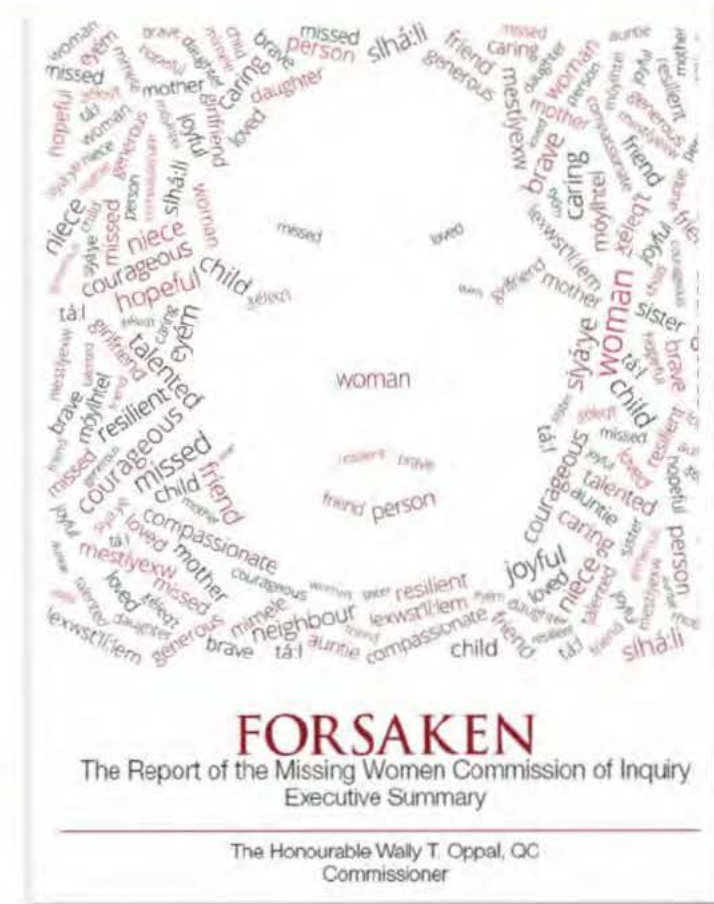
- DTES home for majority of missing/murdered women
- Majority involved in survival sex trade and disproportionate number Aboriginal women
- Common experiences: Poverty, inadequate housing, food insecurity, health inequities, drug dependency
- Many entered into sex work prior to age 18; raised in foster care system; history of sexual exploitation/abuse



Reference: Forsaken: the Report of the Missing Women Commission of Inquiry pp 78-97 Volume I

## II. Inquiry Background

- September 2010: Inquiry established by Provincial Government
- Final Report released December 17<sup>th</sup> 2012
- Primary focus:
  - Adequacy of police response to investigations of 67 DTES women who went missing or were murdered since 1978
  - Need for changes to the conduct of investigations of missing women in BC



## II. Inquiry Recommendations

- 63 recommendations ; 53 directed to Provincial criminal justice system and police
- 5 recommendations directed to Province of BC - designed to address safety of vulnerable urban women and Aboriginal women:
  - 24 hour drop in programs for women in sex trade
  - Aboriginal youth safety pilot project to support rural- urban transitions
  - More safe houses on & off reserve, run by Aboriginal women's organizations
  - More counseling programs on reserve, run by Aboriginal women's organizations
  - Research and actions to prevent entry into and support exit out of survival sex trade

### III. Specific Recommendations: City of Vancouver

1. All entities with responsibilities under the proposed Living in Community Action Plan (2007) commit to priority actions
2. Create & fund two community based liaison positions with experience in sex trade using a transparent process
3. CoV and VPD take proactive measures to reduce numbers of court warrants issued for minor offences



### III. Specific Recommendations: City of Vancouver (Cont'd)

#### 1. Living in Community (LIC) Action Plan

- 2007 Report on Sex Trade and Sexual Exploitation funded through Vancouver Agreement: led by Collingwood Neighborhood House in partnership with COV, VPD, VCH and various other stakeholders and community groups
- 27 actions: 12 directed to COV and currently 10 are underway by COV Task Force
- 2011: Council created Task Force and subsequent action plan to address sex trade and sexual exploitation in Vancouver

### III. Specific Recommendations: City of Vancouver (Cont'd)

- Task Force established as part of Healthy City Strategy
- Includes Provincial Government; women, youth & Aboriginal groups; sex work organizations and experiential persons; researchers; CoV and VPD
- September 2011: Council adopted report & action plan to address negative effects of sex work in neighborhoods across the city through:
  - Prevention programs
  - Safety initiatives
  - Enforcement efforts

### III. Specific Recommendations: City of Vancouver (Cont'd)

#### Actions:

1. Social grants for sex worker safety & youth prevention: increased by 32% since 2010
2. Neighborhood safety & violence prevention:
  - DTES Women's Safety Project (2011) funding partnership with Ministry of Justice, led by Battered Women's Support Services, WISH & DTES Women's Centre
  - Living in Community SAFE Project (2011, 2012) shared funding with Vancouver Foundation and led by Living in Community Committee
3. Child & Youth Sexual Exploitation Prevention Awareness Week (2011, 2012) with Province and community groups
4. VPD guidelines developed in consultation with community to be more responsive and respectful of sex workers (2012)

### III. Specific Recommendations: City of Vancouver (Cont'd)

#### Actions (cont'd):

5. Sister Watch - VPD program to ensure safety of DTES vulnerable women
6. Training front line staff (CoV, VCH, VPD) to address bias in relation to sex workers & enhance referrals to services: partnership with Living in Community - pilot spring 2013
7. Increase safe and secure housing options via CoV's Housing & Homelessness Strategy
8. Research on best practice in supports for exiting sex trade workers
9. Options for increasing online outreach for youth & after hours services: identifying best practices and a funding strategy
10. CoV business license review (to ensure responsible business practices and neighborhood safety where sex work may occur)



# III. Coordination Across CoV Initiatives



### III. Specific Recommendations: City of Vancouver (Cont'd)

#### 2. Create & fund two community based liaison positions

- Intent: to prevent violence, reduce vulnerability, improve communication & relationships between police, community and CoV
- Input being sought from Task Force and community members to ensure intent of recommendations are being met
- Implementation June 2013

### III. Specific Recommendations: City of Vancouver (Cont'd)

3. Take proactive measures with VPD to reduce numbers of court warrants issued for minor offences (such as jay walking, urination in public, illegal vending)

Intent: to ensure vulnerable women who may have outstanding offences aren't deterred from reporting violence to police

Work to date on this recommendation:

- City staff, City Prosecutor and senior VPD officers reviewing all tickets, warrants and prosecutions
- Decision to delay any changes to maximum fines which relate to bylaws impacting homeless and other vulnerable groups under new Vancouver Charter provisions
- Ongoing efforts to ensure more constructive approaches to address issues which result in by-law infractions in DTES

### III. Specific Recommendations: City of Vancouver (Cont'd)

#### 3. (cont'd)

- Key facts related to by-law offences referenced in Missing Women Inquiry Report:
  - Tickets for bylaw offences referenced are all issued by VPD
  - Women constitute less than 2% of all persons charged with by-law offences
  - Maximum penalty is a fine - jail sentence is not possible for these infractions (note: Inquiry referenced concerns that women with multiple infractions were going to jail)
  - VPD 2009 ticketing “blitz” resulted in:
    - Establishment of a City “Informal Diversion Program” for those unable to pay ticket
    - Implementation of a research study and specific changes in regard to pedestrian safety and frequency of jay-walking
    - Work underway on enhancing availability of public toilets
    - Establishment by City of a DTES neighborhood-run street market
  - Preliminary data shows charges over past 4 years for street vending have steadily decreased (2008 - 339; 2011 - 161)

## IV. Next Steps

- Progress report to Council June 2013 on work of City Task Force on Sex Trade and Prevention of Sexual Exploitation to include Inquiry recommendations

