



## Trans\* and Gender Variant Inclusion Steering Committee

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**Minutes:** April 13, 2016

**In Attendance:**

**Park Board Liaison:** Commissioner Michael Wiebe

**Community Members:** Aftab Erfan (Co-Chair), Cindy Holmes, Dora Ng, Jaedyn Starr, Jazmine Khan, Kai Scott

**Park Board Staff:** Darren Peterson (Co-Chair), Sean Healy (Aquatics Supervisor) Paul Czene (TGVI Staff Liaison)

**Staff Liaisons:** Dawn Ibey (Vancouver Public Library)

**Regrets:** Anne Nickerson (Equal Employment Opportunity), Christina Nikiforuk (Human Resources), Shauna Wilton (Director of Recreation-Acting)

**1. Introductions and Updates:**

TGVI Steering Committee Interaction Protocols (APPENDIX A) were distributed outlining the procedures for interactions and conduct among attendees to support new or visiting attendees who may not be familiar with trans issues and protocols e.g. pronouns, gender identity.

**2. Metro News Vancouver Article**

Brief discussion on the impact of the April 1, 2016 article ensued reiterating Jazmine's regret over the outcome and the larger committee reiterated their continued commitment to a "meaningful and collaborative working relationship with Vancouver Park Board staff and commissioners."

**3. Co-Chairs**

Kai Scott resigned as co-chair as he has signed a contract with the City of Vancouver to support city council's motion on "Supporting Trans Equality and an Inclusive Vancouver" (APPENDIX B).

Aftab Erfan will serve as interim co-chair. Community members of the committee will confirm a permanent co-chair for the remainder of the steering committee's term after the selection of new members is complete (see item 8 below).

Discussion on group dynamics and how to share the groups' lived experiences with one another and especially staff members of the committee to enrich understanding of the challenges and aspirations of members of the trans\* and gender variant community.

**4. City of Vancouver Motion: Supporting Trans Equality and an Inclusive Vancouver**

Kai Scott, representing Trans Focus Consulting, outlined that the City of Vancouver has tasked the consultancy with translating the work of the Park Board into the larger city operations utilizing the 5 pillars of the original working groups Breaking Barriers report. (APPENDIX B)

## **Trans\* and Gender Variant Inclusion Steering Committee**

Outreach and information gathering is prescribed by the contract and requires outreach to the Trans\* and Gender Variant Steering Committee community and Park Board staff members; City of Vancouver LGBTQ2+ Civic Advisory Committee and the Vancouver School Board Pride Committee. Representatives of Trans and Gender Variant community experiencing the most barriers will be sought to ensure a fulsome review.

It is anticipated that a 2 hour workshop with the Trans\* and Gender Variant steering committee will occur in early to mid-May 2016. Kai Scott will send Doodle to committee members.

### **5. Needs & Issues Prioritized by TGVI Community Members**

#### ***a. Trans Inclusive Public Swim***

Committee members expressed the integrity and intention of the Trans Inclusive Public Swim has been lost and the safe environment sensed when the swim began has disappeared. Committee members have received similar comments from other swimmers. Issues contributing to the loss of intention, integrity and sense of safety include:

- Increase in rentals of the Templeton Pool Activity room during the Trans Inclusive Public swim has diluted the balance between Trans\* and Gender Variant community and the general public. Community members on the committee feel that they promote the swim better and increase the number of trans and gender variant users, but they don't feel comfortable doing so until the integrity of the space is re-established.
- The primary reason for rentals are children's birthday parties. Community members of the committee feel that this specific demographic (many young children and fewer adult supervisors) are particularly likely to have difficult interactions with the trans and gender variant users of the pool, as evidenced by the experience of volunteers at the welcome table.
- In October and November 2015 nine consecutive rentals occurred Sundays 12:00-2:00 pm simultaneously with the swim. There are concerns that individuals utilizing space during the Trans\* Inclusive Public Swim arrive unprepared and unaware that Park Board had opened Templeton Pool two hours earlier to ensure that members of the Trans\* and Gender Variant community would have the ability to enjoy a public amenity while still adjusting to recreating in public.
- It is not the intention of the TGVI steering committee to prevent rentals or programs but community members of the committee strongly recommend removing the option of birthday party rentals during the 12-2 time period, for at least a limited time, while we attempt to re-establish the integrity of the Trans and Gender Variant swim and regain the community's trust (Preferred Option).
- If rental are going to continue to happen during the 12-2 time slot, users and organizers of the Activity Room should be aware of what the swim is, why it is happening and the goal of the swim. Clear information sharing provides transparency and allows program organizers or renters to select a different time.

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- Example of hosts at UBC Longhouse as model to consider. Prior to start of the rental host provides brief scripted cultural interpretation of the space and set context for those renting or program participants.
- Lack of translation of informational material and pronounced branding of Trans\* Inclusive Public Swim contributes to the general public being unaware of the swim program and assume that general public swimming has been extended by two hours.
  - Committee members Dora Ng and Kira Yee have provided translations of the post cards and will assist with the banner branding when first draft is developed by committee and staff
  - Roll up banners will be created that will stand facing the two external entrances to Templeton Pool and on the pool deck facing the doorways from change rooms to the pool. Tentatively the size of the banners is 48 inches high by 33 inches wide.
  - Templeton Pool brochure information on Trans\* Inclusive Public Swim must be refreshed and given greater prominence to announce the presence, purpose and goals.
- Reestablishing the energy of the swim may require a reduction in 12:00-2:00 pm rentals. Park Board is willing to extend the shift of the additional staff member required for monthly installation and supervision of the floating obstacle course from 4 hours to 6 hours. The course is popular with birthday parties and extending the hours provides the option of 2:00 – 5:00pm birthday party slot. Park Board staff are looking into this possibility in conversation with Hastings Community Association.

### ***b. Poster Awareness Campaign***

TGVI posters and postcards have been in Hillcrest, Templeton and Britannia centres for the past year. Committee members and Park Board staff have received feedback on improving the campaign prior to rolling out the posters system wide. Ideas include:

- addition of personal details such as background and pronouns based on the willingness of pictured individuals
- provide link to website where those pictured and others willing to do so share their personal stories in greater detail
- ensure that all posters are placed together to maintain context of message or have images together on one large poster
- refresh posters be it colour or font

Jazmine Khan will be in touch with the community members featured on the posters and will work with Park Board staff in refreshing the posters.

### ***c. Sustainability of Welcome Table***

Concerns on role of volunteers who oversee the welcome table include:

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- Lack of clear definition of role of volunteer
- Consistent messaging from Park Board staff on supplies for welcome table
- Ensuring staff understand volunteer provide trans\* and gender variant community members with point of contact before interacting with the Park Board staff and answer questions patron may not wish to ask Park Board staff
- How and when to provide information to general public on role and purpose of the swim

### **6. Sustainability of the TGVI Steering Committee**

TGVI community members have projected costs of accomplishing tasks outlined in the Breaking Barriers report by 2017. Members were asked to narrow request to specific objectives and provide a proposal with a rationale. The proposal would serve as the initial step in discussing how to move tasks forward and if additional funds are required.

TGVI steering committee community members were clear that the funding request was not to reimburse them. They recommend hiring an individual with lived experience and perspective to work with staff and assist with implementing the Breaking Barriers recommendations.

### **7. Vancouver Public Library**

Dawn Ibey, Manager Circulation Services for the Vancouver Public Library, informed the steering committee of public engagement sessions for “VPL 20/20 – Free Your Mind.” The sessions provide the public the opportunity to envision what a library should be by 2020.

Dates: April 17, 5:00-6:00pm; April 18<sup>th</sup>, 6:30-7:30pm; April 19<sup>th</sup>, 4:00-5:00pm

Location: Central Library, 350 West Georgia

### **8. New Member Recruitment**

Two of eight spaces are open on the TGVI steering committee for community members. Terms of Reference state “Vacated or unassigned seats may be filled throughout the year. The person appointed by the Park Board to fill a seat will retain the seat for the remainder of the term.” The current term expires in June 2017. Discussion focused on ensuring diversity of membership and process of filling the seat. No decision was made during the discussion and recommendation will be forwarded to staff.

**Meeting Adjourned:** 8:45pm

**Next Meeting:** July 13 2016, Hillcrest Centre 6:00-8:30pm

APPENDIX A

# TGVI Steering Committee Interaction Protocols

## Introduction

This document is intended to set the expectations for interactions and conduct among attendees vis-à-vis gender identity during meetings of the Vancouver Park Board Trans and Gender Variant Inclusion Steering Committee. In particular, this document supports new or visiting attendees to the committee who may not be familiar with trans issues and protocols. Please refer questions and/or clarification to Paul Czene (paul.czene@vancouver.ca).

## Names and Pronouns

Committee attendees are asked to review the following names and pronouns of steering committee members prior attending committee meetings.

Name	Pronouns
Aftab Erfan	She/Her
Cindy Holmes	She/Her
Jazmine Khan	She/Her
Dora Ng	She/They
Kai Scott	He/Him
Jaedyn Starr	None (use first name)
Kira Yee	She/Her

## Protocols and Procedures

Committee attendees are asked to review and align with the following protocols.

<b>Do</b> ask everyone which pronouns they wish you to use, not just people who you think look transgender.	<b>Don't</b> assume you can tell if someone is transgender.
<b>Do</b> seek out more information, if you have questions.	<b>Don't</b> assume gender identity based on appearance or pitch of voice.
<b>Do</b> be careful and respectful about confidentiality and "outing."	<b>Don't</b> make assumptions about a trans person's sexual orientation.
<b>Do</b> respect that trans people will use the washroom that matches their gender identity.	<b>Don't</b> tolerate anti-transgender remarks or humour.
<b>Do</b> apologize for misgendering someone. A brief but sincere apology is adequate.	<b>Don't</b> overly dwell on mistakes, as this may cause further embarrassment for the misgendered person.

## More Information

To learn more about being an ally to trans people, please visit:

- GLAAD: <http://www.glaad.org/transgender/allies>
- American Psychological Association: <http://www.apa.org/topics/lgbt/transgender.aspx>

## Trans\* and Gender Variant Inclusion Steering Committee

### APPENDIX B

#### MOTION ON NOTICE

#### 3. Supporting Trans Equality and an Inclusive Vancouver

MOVED by: Mayor Robertson

SECONDED by: Councillor

#### WHEREAS

1. The City of Vancouver is strongly committed to supporting the equality and human rights of the LBTTQ community and all residents, and to ending homophobia and transphobia in all forms;
- 2.
3. The Vancouver Park Board (VPB) and Vancouver Board of Education (VBE) have taken globally significant leadership in recent years to make their facilities, operations and programs safe and inclusive spaces for Transgender and Gender-Variant Vancouverites;
4. Gender identity and expression continue to lack explicit protection under the British Columbia Human Rights Code, Canadian Human Rights Act, and hate crime provisions of the Criminal Code of Canada;
5. This inequality allows for legal discrimination against Transgender and Gender-Variant Canadians, when many already face a much higher level of discrimination that affects their employment, housing, health, and access to community programs.

#### THEREFORE BE IT RESOLVED

- A. THAT Council support the passage of federal and provincial legislation ensuring Gender Identity and Expression are protected under the BC Human Rights Code, Canadian Human Rights Act and Criminal Code of Canada, in line with current protections for Sexual Orientation.
- B. THAT Council direct staff to consult with the LGBTQ2+ Advisory Committee and members of the Park Board's Trans\* and Gender-Variant Inclusion Steering Committee and report back on how the City of Vancouver can build on the work of the Vancouver Park Board and Vancouver Board of Education to make civic facilities, operations and programs safe and inclusive spaces for Trans\* and Gender-variant communities, including:
  - a) Signage and Literature
  - b) Public Spaces (including washrooms and change-rooms)
  - c) Human Resource Training and Staff Policies
  - d) Programming (including "all-bodies" programming)
  - e) Collaborative Public and Community Partnerships

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