



Trans* and Gender Variant Inclusion Steering Committee

Minutes **January 13, 2016**

In Attendance:

Park Board Liaison

Commissioner Michael Wiebe

Community Members

Aftab Erfan, Cindy Holmes, Dora Ng, Jaedyn Starr, Jazmine Khan, Kai Scott, Kira Yee,

Staff Members

Anne Nickerson (EEO), Christina Nikiforuk (HR), Darren Peterson (VPB), Dawn Ibey (VPL), Paul Czene (VPB), Paul Fazekas (REFM)

Regrets:

Sean Healy (VPB)

1. Introductions and Updates

Paul Czene reported on Lorimer Shenher's resignation from the steering committee and the options steering committee members have on nominating a new member.

Kai Scott (co-chair) provided an update on the work of the sub-committees and distributed "Accomplishments since September 9" (attached)

2. Park Board Liaison Report

Commissioner Wiebe reported on the Accessible Parks Strategy – Site Maps motion which was unanimously approved by Park Board.

(Motion: <http://former.vancouver.ca/parks/board/2015/20151214/MOTION-AccessibleParksStrategy-SiteMap-20151214.pdf>) This motion aligns with the objectives of TGVI Recommendation 55: "Develop and post a map to indicate the U/W/M spaces available at each VPB facility, level of staff training on trans* and gender variant issues, photos of change rooms, and layout plans."

- Committee members will be provided project liaison contact once in place and they will work with the Guide, Web, and Form Subcommittee to propose icons and information to put on the digital map.
- Cindy Holmes informed the committee of a website which maps gender neutral washrooms and allows users to rate sense of safety (e.g., <http://www.refugerestrooms.org/about> and <http://peeinpeace.org>).
- Jaedyn recommended that the poster campaign be included in this app (or incorporated into existing apps such as VanConnect).

3. Templeton Pool – Trans* Inclusive Public Swim

Discussion focussed on:

- Safety
 - Concern re: TGVI posters torn of wall in change rooms
 - Concern re: transphobic comments overheard in Hillcrest universal change space
 - What does it mean to create trans* and gender variant safe zones
 - What else might we need to do build on to ensure safety

- There is a need for general cultural shift which needs to go beyond staff training to include patrons
- Goal: Re-establish sense of safety for community and allies
- TGV Community Member suggestions to meet goal:
 - Develop clear incident reporting mechanism(s) between facility staff, Paul Czene, and TGV community members of the steering committee. Communicate to TGV community members to assist in recording of incidents
 - Time-limited exclusivity of the swim to TGV people and allies
 - Time-limited covering of signage of the men's and women's change room (similar to All Bodies Swim)
 - Information workshop(s) for cisgender patrons to learn more about trans issues and challenges
 - Public campaign posters on doors of change rooms (in sight of staff)
 - Hire or transfer trans staff/lifeguard to support trans swim
 - No events in the room adjacent to the pool during trans swim times.
 - Cashier to inform each patron about trans inclusive swim
 - Create large poster to indicate trans swim at cashier booth
 - Develop explanation of signage to assist patrons in understanding their purposes
 - Revise advertising in Templeton Program Guide re families and birthday party bookings for Wibit Days during trans swim
- How do we reset the original intentionality of the swim? What are the options?
 - Darren to investigate options, current state, and respond to TGV community member ideas and suggestions.
 - Review programming and event times
- Participation
 - Attendance balance has shifted predominantly from trans* and gender variant to cisgender
 - Due to lack of onsite branding cisgender swimmers do not appreciate the intention and history of the 12:00 – 2:00 pm swim (i.e., they do not know that it is because of trans people that the extra swim time exists).
- Communications
 - Develop tool to track communications and issues in a two-way street between VPB and TGV community members
 - Information regarding posters torn down was surprise to committee members
 - Translations of onsite branding required for ESL patrons to provide information on intention of 12:00 – 2:00pm swim
 - Develop process to reimburse steering committee members who translate information for Park Board
 - Develop volunteer feedback form as a form of reporting incidents that volunteers hear or see.
 - Public Education informing cisgender swimmers on history and intention of Trans* Inclusive Public Swim time (12:00 – 2:00 pm)
 - Literature, branding
 - Develop language style guide for appropriate gender free language
 - Report of committee member being gendered
- Volunteers
 - Welcome Table is difficult to staff with volunteers but necessary
 - Provides a designated point of safety for Trans* and Gender Variant swimmers

- Jazmine Khan has been volunteering, almost weekly, but this is not a sustainable option
- Require volunteer recruitment, orientation and support strategy
 - Training to include how to engage public
- Issue regarding location of Volunteer Table supplies
- 1 Year Celebration
 - Date proposed for February 28, 2016; however, decided to postpone until steering committee confident that a Trans* and Gender Variant safe zone has been re-established.

4. City of Vancouver Council Motion “Supporting Trans Equality and an Inclusive Vancouver”

<http://former.vancouver.ca/ctyclerk/cclerk/20150721/documents/motionb3.pdf>

Anne Nickerson, Director of Equal Employment Opportunity Program, reported on City Council motion which directs staff:

“to consult with the LGBTQ2+ Civic 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 for Trans* and Gender Variant communities, including:*

- *Signage and Literature*
- *Public Spaces (including washrooms and change rooms)*
- *Human Resource Training and Staff Policies*
- *Programming (including “all-bodies” programming)*
- *Collaborative Public and Community Partnerships”*

Staff is directed to:

- Review what Park Board has done
- Recommend how to scale work citywide
- Utilize the five categories from [“Building a Path to Parks and Recreation for All”](#) as noted above
 - What does the committee recommend?
 - What work is underway?
 - What are best practices?
 - What can the city of Vancouver mirror?
 - What is left to do?

Actions to date:

- Initial meeting with Drew Dennis, Helene Frohard-Dourlent, and Kai Scott regarding scope of the work.
- Decision to put this to Request for Proposal
- Importance of taking the evaluation results of the VPB to determine how to scale across the City of Vancouver.

This brought up a broader discussion of the coordination between various committees working on trans inclusion across the city, including: LGBTQ2+ Advisory Committee, VSB Pride Committee, and VPL. Paul agreed to arrange a meeting with members of all of these committees to present on their key initiatives, share opportunities, and network with one another.

Paul also shared about different levels of response to issues on a civic level. For example, the Healthiest City Initiative is conducting Vulnerability Training entailing 10 categories of vulnerable subpopulations,

including trans and gender variant. This has funding and the TGVI Steering Committee could provide input into this training.

Kira inquired about educating the public as part of the city motion. Anne's group is focused on employees. Social Planning is outward facing to the public. Anne indicated that the consultant hired to help with the motion would have both an internal and external focus.

Kira asked what the TGVI Steering Committee can do before April 1, 2016 submission to City Council. Anne noted that members can voice their concerns via the committee and LGBT2Q+ Advisory Committee.

5. Where do you go from here? (See attached draft framework)

- Evaluation
 - Aftab noted that the work of the committee involves a lot of volunteer hours and that to ensure sustainability that the VPB should consider hiring or employing trans people to assist with implementation of the recommendations. Anne and Shauna indicated that this would require a look at type of posting and establishing budgets.
 - Lack of incident reporting and no data on number of TGV patrons
 - Some information has already been collected (e.g., community mtg, TGV patron survey, Templeton staff survey, swim feedback forms)
 - Timeline: Full evaluation report by October 2016 (Inclusion Month)
 - Some additional information needed to complete evaluation, including conducting surveys and/or focus groups with Trans* & Gender Variant community members, volunteers, Park Board Staff and members of the public at large.
 - Training: Effective?
 - Programming: Increased inclusion?
 - Signage: Understood?

6. Next Steps

Paul requested that TGV community members think about and forward to him the 1- and 2-year goals and associated tasks by subcommittee. Kai provided a spreadsheet with tasks by subcommittee, including estimated number of hours for completion of tasks as a way to determine level of effort. Shauna informed the committee that there is a TGV line item in the 2016 VPB budget. So, any estimation of hours for tasks associated with each subcommittee is valuable to fill in this line item.

7. Meeting Schedule

April 13, 2016	6:00 – 8:30pm	Hillcrest Centre Percy Norman Room
July 13, 2016	6:00 – 8:30pm	Hillcrest Centre Percy Norman Room

Meeting Adjourned: 8:30pm