



Trans and Gender Variant Inclusion Steering Committee May 31, 2017 Minutes

Attendance

Community Members

Aftab Erfan (co-chair), Cindy Holmes, Dora Ng, Felix Gilliland, Jazmine Khan,
Lisa Salazar

Park Board Staff

Donnie Rosa (co-chair), Susie Hutchison, Sean Healy, Paul Czene

Staff Liaisons

Anne O'Shea, Vancouver Public Library (VPL)
Parker Johnson, Equal Employment Opportunity (EEO)
Paul Fazekas, Real Estate Facilities Management (REFM)

Regrets:

Jaedyn Starr, Chair Michael Wiebe

1. Introductions and pronoun protocols

- Re-introduction to Susie Hutchison, Manager Citywide Services

2. Review/Approve minutes September 22, 2016 and November 22 2016

- postponed to next minuted meeting May 31, 2017

Old Business

Updates

- Vancouver Police Department Safe Spaces
 - Concern expressed about placement of badge over rainbow flag
 - Individual seeking assistance should be able to choose who to call
 - Committee expressed desire for different branding that provided agency logos instead of badge with rainbow and trans colours
 - Lisa Salazar to produce suggestions
- Signage
 - Paul Fazekas from REFM updated committee on new washroom sign installs
 - City Hall complete,
 - Park Board single occupancy washrooms September 2017



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- Community Centres 2018
- All city facilities, including some leased facilities, will have new signage installed
- Staff Training
 - Paul Czene updated committee that materials are being developed for staff to respond to questions regarding change in bathroom signage
 - To be distributed prior to sign install
- Supporting Trans* Equality and an Inclusive Vancouver – Parker Johnson
 - Parker Johnson (EEO) updated committee on work of City of Vancouver Trans Implementation staff team
 - FAQs for staff regarding change in washroom signage
 - Impact of city council motion including transgender residents concerns be included in city funded projects (i.e. housing, grants)
 - Work on developing appropriate gender question for demographic analysis and social and planning policy
- Designing Safe Spaces – Britannia Community Services Centre
 - Dora Ng, community member, provided information on their presentation at Britannia as part of the facility’s revitalization process

3. Rename Trans*, Gender Variant Inclusion (TGVI) steering committee to Trans, Gender Variant and Two Spirit (TGV2S) Inclusion steering committee

- Community members of the sub-committee were supportive of the change in name but wish to consult with the Two-Spirit community
- Community members do not wish to assume that Two-Spirit community would approve of the name change or the acronym
- Park Board staff to reach out to Two-Spirit community for input

4. Trans* Swim fall 2017

- Swim lessons
 - Discussion on what would be appropriate lessons
 - Discussion on how to prepare instructors to engage community members



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- Staff to work with committee members on outline for instructors to trial at Templeton Park Pool
- Self Defense class
 - Staff directed to investigate Wenlido as self-defense program for trans community

5. Community Engagement

- Working with City of Vancouver public engagement and Vancouver Public Library
 - City of Vancouver has pop up City Hall while Park Board has staff
 - Vancouver Public Library
 - Inspiration Lab for media production
 - Providing space for trans community to present perspectives
- Outreach Ideas
 - Do not depend on traditional outreach channels
 - Provide information were community engages
 - Hot tub during trans swim

6. New Committee

- Timeline
 - Current community members requested to extend terms as staff prepare new application, extended application period and allow time for new Gender Inclusion Facilitators to begin outreach
 - Committee members in attendance agreed to extension
- Process and action plan
 - New committee will be provided with an annual action plan which will be reported on to Park Board
 - 2017 / 2018 goals are:
 - Program growth strategy
 - Community outreach
 - Reconciliation and Two-Spirit outreach
 - Instructor, meeting and program guidelines



7. End of term thoughts

- **Community members and staff reflected on the work accomplished by community members, some but not all work includes:**
 - Survey and analysis of Trans Swim users and staff on programming
 - Survey and analysis of staff training
 - Initiated changes on how Park Board collects and track incidents
 - Finalized with LGBTQ2+ advisory committee washroom signage
 - Presentations to
 - Lower mainland and Vancouver Island recreation staff
 - BC aquatics staff at provincial conference
 - Vancouver recreation staff training
 - Changing swim at Templeton Park Pool to ensure users feel safe
 - New programming including swim lessons and self defense
 - Encouraging staff to update website reflect trans community and provide greater detail on individuals (more than a poster)
 - Working with Park Board senior management to assist in their understanding of the challenges the trans community encounters in Park Board programs, facilities and services

8. Thank you

- Staff expressed their thanks to the community members for assisting Park Board with system changes which are rarely seen by the public and are not high profile but are foundational work to ensure Park Board is indeed welcome to all genders
- Staff acknowledged there was a long way to go but the input of the community members ensured Park Board is on the right path

Meeting Adjourned: 8:30 pm

Next Meeting: Not scheduled until appointment of new community subcommittee members