



TRANSGENDER INCLUSION

PREPARING FOR THE NEW REALITY



INTRODUCTIONS

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- **Drew Dennis**, Principal Partner, TransFocus Consulting

AGENDA

- **The New Reality**
- **Gender Identity: Concepts + Terms**
- **Peer Share: Vernon + Vancouver**
- **Applying 5 Pillar Framework**
- **Q+A**

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THE NEW REALITY

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EMERGING SOCIAL TRENDS

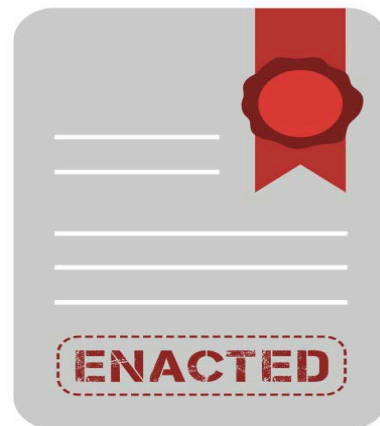
- **59% of parents** are very or somewhat supportive of their transgender child
- **70% of millennials** felt strongly that public spaces should provide access to all genders bathrooms



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LEGISLATION UPDATES

- **BC Human Rights Code** amended to explicitly include “gender identity and expression” (July 2016)
- **Canadian Human Rights Act** updated (June 2017)



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VALUES ALIGNMENT

- Local Government commitment to Diversity + Inclusion



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ACTIVITY !



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QUESTION ??

What is your earliest **recall or memory** of knowing your gender?

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CONCEPTS + TERMS

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GENDER IDENTITY

- Your innate sense of your gender
- Person's gender identity may be **different from (trans)** or the **same as (cis)** their sex assigned at birth

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TRANSGENDER (TRANS)

- Umbrella term describing **a wide range** of people whose gender identity differs from their sex assigned at birth
- Includes transsexual, trans woman, trans man, non-binary and more

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NON-BINARY

- Your gender identity **doesn't conform to the binary** of Man or Woman
- Also known as gender variant, gender non-conforming, gender creative and more

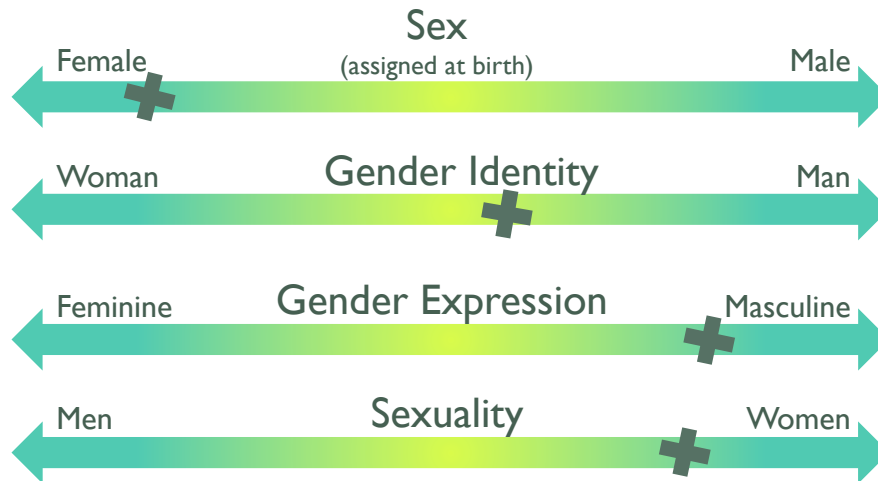
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TWO SPIRIT

- A **cultural and spiritual identity** used by some Indigenous people to describe gender variance and sexuality
- In contrast to the imposed colonial binary gender rules

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BEYOND THE BINARY



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TRANSITION

- **Medical:** gender affirming surgeries and hormone therapies
- **Social:** change in name, pronoun, dress, etc.

**NO
SINGULAR
WAY TO BE
TRANS**

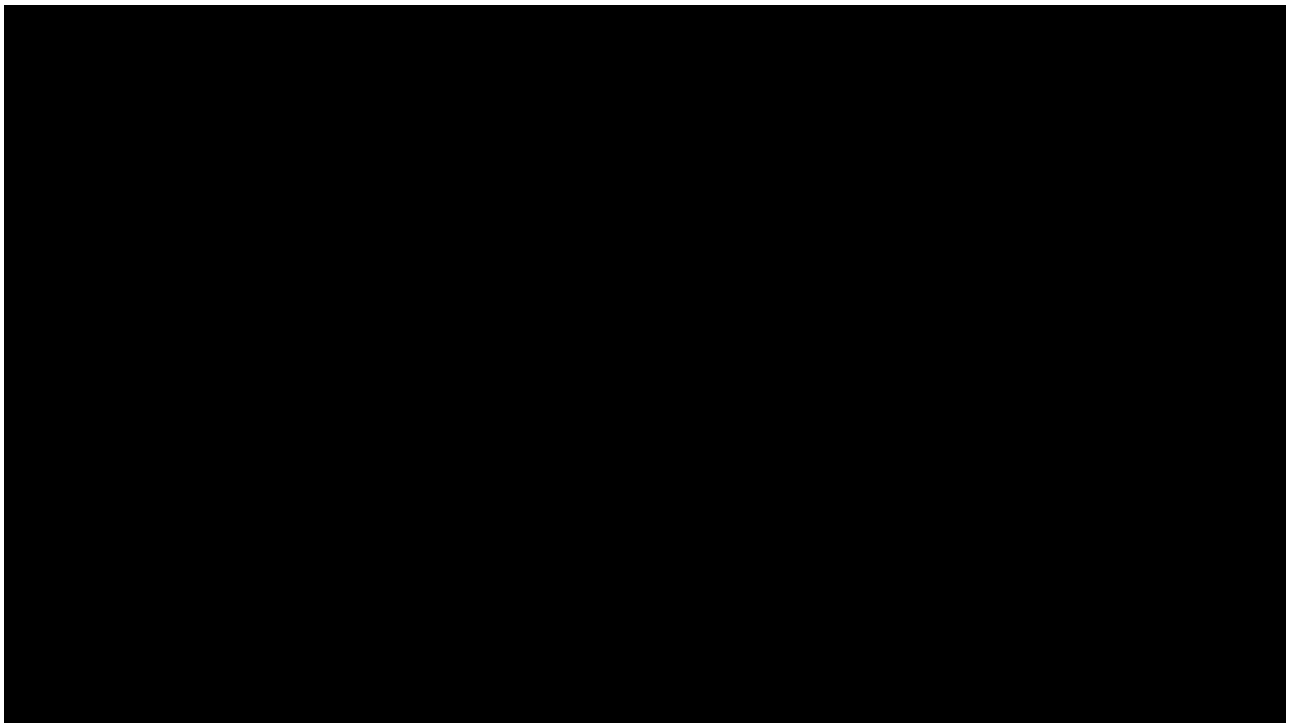
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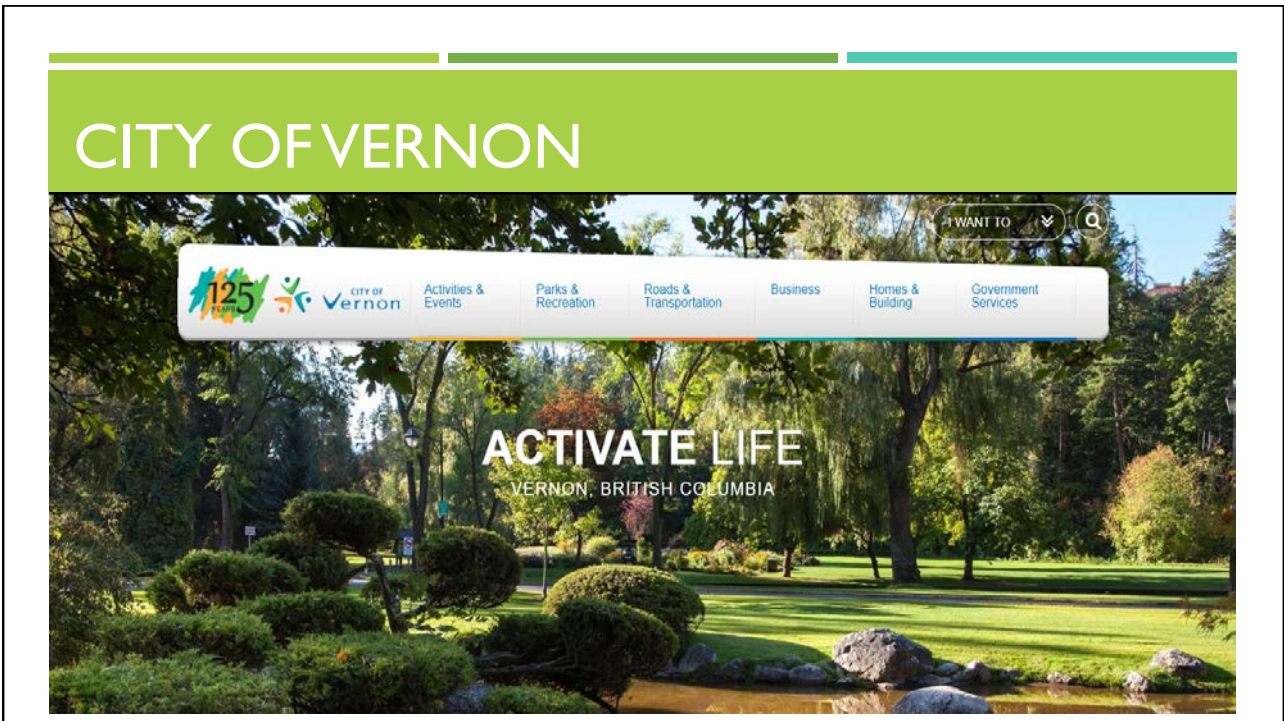
VIDEO

- **An Introduction to Transgender People**
by the National Center for Transgender Equality (US)

Link: <https://www.youtube.com/watch?v=YSuJ70OMo3I>

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ACTIVATE LIFE

- Who is the City of Vernon?
- What is ACTIVATE LIFE?
- How does a traditional municipality introduce diversity and inclusion?

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ACTIVATE RESPECT = ACTIVATE DIVERSITY



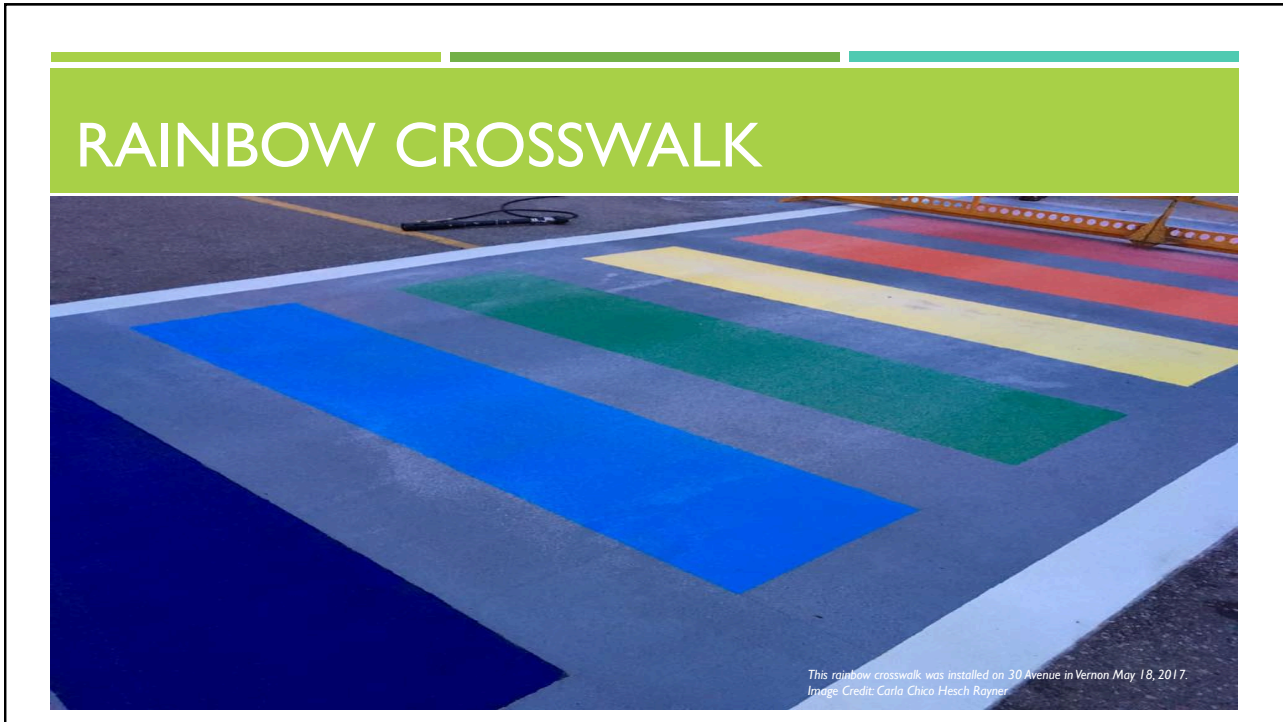
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"I AM" RESPECT



"I AM" RESPECT





WHAT DO THE COLOURS MEAN?

PINK - SEXUALITY	
RED - RESPECT FOR ALL LIFE	
ORANGE - HEALING JOURNEYS WITHIN ALL WALKS OF LIFE	
YELLOW - REPRESENTING SUNSHINE AND AIR QUALITY	
GREEN - THE IMPORTANCE OF ENVIORNMENT AND NATURE	
TURQUOISE - ARTS	
BLUE - PEACE/HARMONY	
VIOLET - SPIRITUALITY	

CANADA 150 DIVERSITY MURAL BEADS



RESPECTFEST 2017



RESPECTFEST 2017 MOSAIC RIVER – PUBLIC ART



Artist Gabrielle Strong (right) is joined by elected officials and representatives from the City of Vernon, The Government of Canada, the Social Planning Council, and the Downtown Vernon Association as they mark the spot where the public art will be installed later this year.

DIVERSITY AND INCLUSION

- Why are we here?
- Commitment from Council to build capacity and manage change

ACTIVATE RESPECT...

BECAUSE RESPECT LIVES HERE

- PERFORMANCE LEADERSHIP CULTURE

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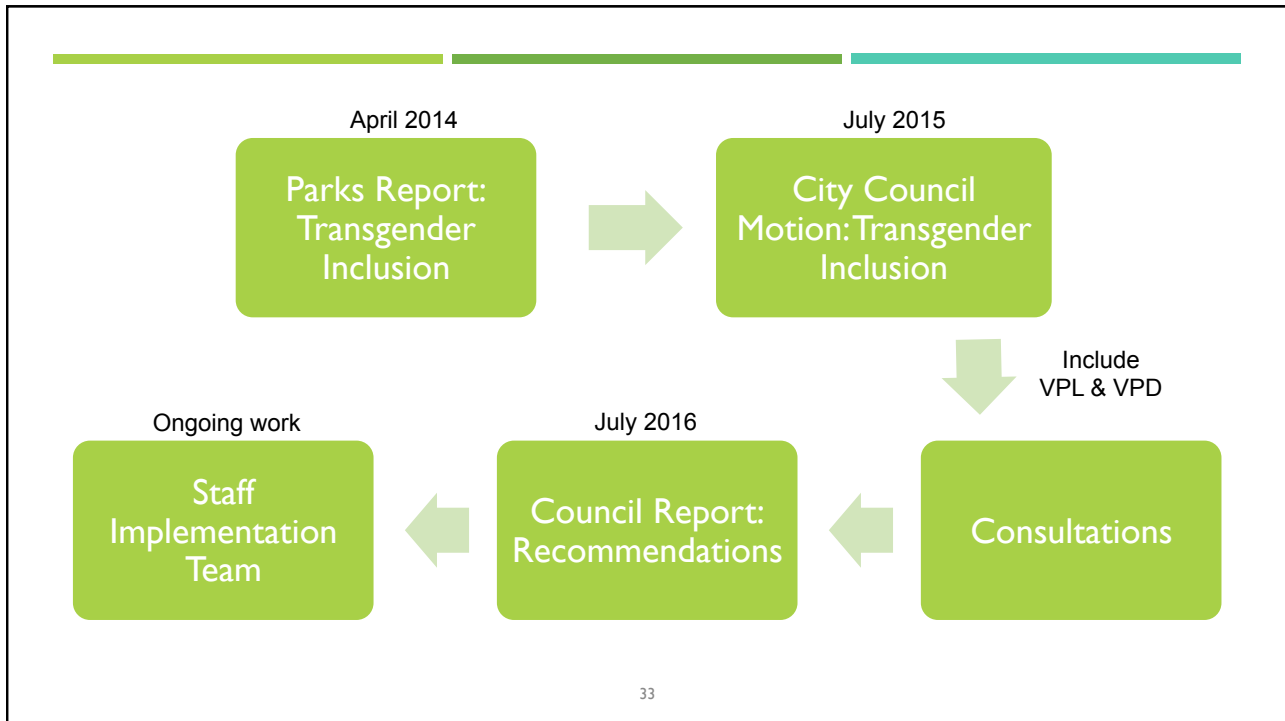
CITY OF VANCOUVER COMMITMENT TO DIVERSITY & INCLUSION

Respect Works Here
Vancouver Immigration Partnership
EEO Policy
Gender Equality Strategy
Canadian Coalition of Municipalities Against Racism and Discrimination

Best Diversity Employer
Canada 150+
Mentorship Program for New Immigrant Professionals
Healthy City Strategy

City of Reconciliation

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COUNCIL MOTION JULY 2015

SUPPORTING TRANS EQUALITY & AN INCLUSIVE VANCOUVER

“...Staff to report back on how the City can build on the work of both the Vancouver Park Board and Vancouver Board of Education to make civic facilities, operations and programs safe and inclusive spaces...”

PILLARS FRAMEWORK



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APPROVED RECOMMENDATIONS JULY 2016

- Create an interdepartmental implementation team
- Focus initially on the Quick Starts
- Report back annually
- Refer the report to the VPL Board and VPD Board for review

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PROGRESS UPDATE JULY 2017

Quick Starts	STATUS
1. Update single-user washroom signage to reflect universal, functions-based designation	Underway
2. Ensure staff/budget resources to lead implementation team, decide next steps	Underway
3. Provide training to CMT/ (general) managers	Complete
4. Develop inclusion checklist for event protocols	Complete
5. Update grants priorities to ensure inclusion	Complete



- ✓ Staff training
- ✓ Washroom signage
- ✓ Public events/awareness

- ✓ Staff training
- ✓ Washroom signage
- ✓ LGBTQ2S Liaison Officer

“From the bottom of my heart, I thank you for having this inclusion, it made me feel human and it’s so appreciated.”

-Member of the Public




SIGNAGE: CITY OF VANCOUVER






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WASHROOM TYPES






- Cis Women 
- Non-Binary 
- Trans Women 



- Non-Binary 
- Cis/Trans Women 
- Cis/Trans Men 



- Cis Men 
- Non-Binary 
- Trans Men 

ACTIVITY !



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FIVE PILLARS

- Public Spaces, Facilities & Signage
- Programs & Services
- Human Resources
- Communications & Data
- Community Consultation & Public Partnerships

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CLOSING

Final Questions + Reflections

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- drew@transfocus.ca

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CASE SCENARIO

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CASE SCENARIO

Angelina is an 8-year old trans girl enrolled in a summer day camp. Raymond is the parent of another girl in the camp and has called you voicing concern that he does not want his daughter sharing a washroom with a “boy”.

How will you respond to Raymond?

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RESPONSE

- Listen to determine context
- What behaviour is making Raymond’s daughter feel unsafe?
- If available, offer the single-user washroom to the cis girl
- Importance of communications plan + staff training
- Legal precedence and human rights code in BC allows an individual to use the washroom that aligns with their self-determined gender

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