

Cross-Jurisdictional Scan of Existing 2SLGBTQIA+ Policies/Strategies/Committees

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<i>Approaches taken by municipalities and other orders of government to address the inclusion of 2SLGBTQIA+ community</i>			
Jurisdiction	Policy, Strategy, or Committee	Year	Summary
Vancouver	<a href="#">2SLGBTQ+ Advisory Committee</a>	2012	<p>The mandate of the 2SLGBTQ+ Committee is to advise Council and Administration on enhancing access and inclusion for lesbian, gay, bisexual, transgender, gender diverse, Two-Spirit and queer communities to fully participate in City services and civic life.</p> <p>Mandate and scope:</p> <ul style="list-style-type: none"> <li>• Works with staff to ensure that city facilities and events are accessible for people who identify outside the gender binary</li> <li>• Works collaboratively with counterparts from other civic agencies to identify opportunities for joint action on issues of mutual interest</li> <li>• Works cooperatively with external agencies and groups whose activities affect constituent communities</li> <li>• Engages in outreach to disseminate information and encourage participation from constituent communities.</li> </ul>
	<a href="#">Trans*, Gender Variant and Two-Spirit Inclusion at the City of Vancouver</a>	2016	<p>This report highlights the City of Vancouver's dedication to promoting equality and human rights for all residents, with a particular focus on supporting the trans*, gender variant and two-spirit (TGV2) community. Important points for research include:</p>

		<p><b>Background:</b> In 2015, Council passed a motion to ensure trans* equality and inclusivity in Vancouver. This initiative aims to address forms of exclusion and discrimination faced by TGV2S individuals, who often struggle to access basic needs such as housing, education and healthcare.</p> <p><b>Council's Commitment:</b> Vancouver City Council has a longstanding commitment to equity, diversity and inclusion, demonstrated through various initiatives and motions over the years. This includes efforts to support trans*, gender variant and two-spirit (TGV2S) individuals.</p> <p><b>Consultant Report:</b> The report provides 14 recommendations with 31 sub-recommendations for the City to consider. These recommendations draw from previous work by the Vancouver Park Board (VPB) and Vancouver Board of Education (VBE), as well as stakeholder consultations.</p> <p><b>Consultation Process:</b> Stakeholder consultations involved staff from various city departments, advisory committees, service providers and community members. Recommendations prioritize feasibility and impact.</p> <p><b>Pillars (Areas of Focus):</b> Recommendations are categorized into five pillars: Public Spaces, Facilities and Signage; Programs and Services; Human Resources; Communications and Data; and Community Consultation and Public Partnerships.</p> <p><b>Implementation Strategy:</b> Staff recommended establishing an interdepartmental team to coordinate implementation efforts. The report suggests five initial actions, labeled as 'Quick Starts', to be implemented within six to 18 months. These include updating</p>
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			<p>washroom signage, providing inclusion training, developing checklists for events and updating grant priorities.</p> <p><b>Legal Implications:</b> Trans and gender variant individuals are protected under the BC Human Rights Code. Federal legislation also protects against discrimination based on gender identity and expression.</p>
<p><b>Victoria</b></p>	<p><a href="#">Transgender, Non-Binary and Two-Spirit +Inclusion A City of Victoria Action Plan</a></p>	<p>2019</p>	<p>This comprehensive approach reflects the City of Victoria's commitment to fostering an inclusive and affirming environment for TNB2S+ individuals and communities, both within the City and throughout the broader community of Victoria. Highlights include:</p> <p><b>Development Process:</b> The TNB2S+ Inclusion Action Plan was created through an engagement-intensive process involving community sessions, a survey, one-on-one meetings with organizations and individuals, as well as touchpoints with a Project Working Group and an Advisory Committee of Council.</p> <p><b>Engagement Approach:</b> Engagement in the project was multi-layered, including community sessions, dialogue with community agencies and efforts to provide both in-person and remote participation options. A working group and an advisory committee supplemented these efforts.</p> <ul style="list-style-type: none"> <li>● <b>Working Group:</b> A project working group composed of various community organizations played a crucial role in providing input, guidance and feedback throughout the planning process.</li> <li>● <b>Advisory Committee:</b> A temporary Advisory Committee for Administration provided lived experience insights and input at key project milestones.</li> </ul> <p>Four community engagement sessions were held to understand local needs and priorities, with promotion through various channels</p>

			<p>including the Working Group, Advisory Committee and online networks.</p> <p><b>Priorities:</b> The plan outlines actions to enhance TNB2S+ inclusion both internally as a workplace and externally for all TNB2S+ individuals and communities in Victoria. It focuses on major themes identified through community engagement, aiming to create a welcoming and affirming community where everyone is treated with compassion and respect.</p> <p><b>Areas of Focus:</b> Guiding directions for action include:</p> <ul style="list-style-type: none"> <li>● TNB2S+ Housing Solutions and Supports</li> <li>● Intersectionality and Addressing Multiple Barriers, Poverty Reduction and Economic Inclusion</li> <li>● TNB2S+ Personal and Community Wellbeing</li> <li>● New Approaches to Community Safety and Police Interactions</li> <li>● Leading the Way Forward as a TNB2S+ Inclusive City and Employer</li> <li>● Welcoming and Affirming Public Spaces and City Facilities.</li> </ul> <p>The plan emphasizes collaborative actions with the community, highlighting the importance of community-led initiatives and partnerships in advancing TNB2S+ inclusion. It also includes direct actions for the City, segmented into priorities, work already planned or underway and future actions. These actions encompass areas such as signage and literature, public spaces, human resource training, corporate programming, partnerships and data collection and management.</p>
<p><b>Toronto</b></p>	<p><a href="#">Leading &amp; Learning With Pride</a></p>	<p>2018</p>	<p>Designed for service providers and care partners working with 2SLGBTQI+ seniors, this tool kit represents a comprehensive effort to</p>

## Attachment 1

	<a href="#">A Revitalized Tool Kit on Supporting 2SLGBTQI+ Seniors</a>		<p>address the unique needs of 2SLGBTQI+ seniors and foster a more inclusive and supportive environment across diverse care settings in Toronto. It aims to advance respectful, inclusive and affirming care for 2SLGBTQI+ seniors by building individual and organizational capacity, reducing stigma and discrimination and improving the quality of life for 2SLGBTQI+ seniors in Toronto.</p> <p><b>Background:</b> Seniors Services and Long-Term Care (SSLTC) initiated efforts to address the needs of 2SLGBTQI+ seniors as early as 2004, releasing the first LGBT Tool Kit in 2008, followed by a revised version in 2017.</p> <p><b>Core Values:</b> SSLTC operates based on the core values of Compassion, Accountability, Respect and Excellence (CARE), which drive decision-making and prioritize equity and inclusion.</p> <p><b>Progress and Challenges:</b> While significant progress has been made in advancing 2SLGBTQI+ rights, challenges persist, with a considerable percentage experiencing discrimination and violence. 2SLGBTQI+ seniors face unique forms of stigma and discrimination, compounded by factors such as age and intersecting identities.</p>
	<a href="#">2SLGBTQ+ Advisory Committee</a>	2019	<p>The 2SLGBTQ+ Advisory body advises on identified priority issues to support the elimination of barriers and inequities experienced by Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (LGBTQ2S+) communities in accessing City of Toronto programs and services.</p>
Ottawa	<a href="#">Service Needs, Gaps, and Recommendations</a>	2020	<p>In November 2019, Ottawa's 2SLGBTQ+ community organizations, supported by the City of Ottawa, collaborated with Wisdom2Action to conduct a community engagement initiative to identify service needs</p>

		<p>and gaps for 2SLGBTQ+ communities in Ottawa. The initiative included 39 key informant interviews and a public consultation with approximately 160 participants, along with an online survey garnering responses from 122 individuals.</p> <p>A number of key recommendations were made to address funding gaps, enhance leadership and capacity, improve access to services and gather data to better serve 2SLGBTQ+ communities in Ottawa, including:</p> <p><b>Increase Funding:</b> Significantly increase core funding for 2SLGBTQ+-specific community, health and social services, extend funding to more organizations and provide sustainable project funding.</p> <p><b>Create a 2SLGBTQ+ Leadership Coalition:</b> Establish and fund a coalition to facilitate capacity building, system planning and collaboration, ensuring 2SLGBTQ+ voices are represented in decision-making.</p> <p><b>Fund Capacity Building:</b> Support a capacity-building program for non-2SLGBTQ+ specific organizations to embed 2SLGBTQ+ inclusion in their work.</p> <p><b>Enhance Pathways to Care:</b> Develop a digital resource for 2SLGBTQ+ services and events, improve outreach to promote awareness of available services and facilitate system navigation.</p> <p><b>Improve Data Collection:</b> Disseminate a guide on 2SLGBTQ+ data collection, provide implementation support, conduct city-wide surveys</p>
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			and engage in recurring community initiatives to understand the needs of 2SLGBTQ+ communities better.
<b>Montreal</b>	Service Recommendations (Consultation des communautés LGBTQ+ à Montréal)	2020	<p>As part of its commitment to LGBTQ2+ communities, Montreal is taking action to become a more inclusive city and combat prejudice and discrimination. Taking a phased approach in 2019 Montreal consulted with the LGBTQ+ population.</p> <p>The consultation aimed to understand the needs of the LGBTQ+ population in Montreal. It took place between April and November 2019 and relied on a previous overview of services and resources available in Montreal, a review of inspiring municipal practices worldwide supporting LGBTQ+ communities and continuous input from a steering committee representing local organizations. The consultation combined the distribution of an online questionnaire and the organization of four discussion groups to delve deeper into the questionnaire results.</p> <p><b>Key Findings:</b>            Certain subgroups within the LGBTQ+ community experience more discrimination or issues than others, notably trans individuals, those outside the gender binary, non-gay/non-lesbian individuals, Indigenous people, visible minorities, low-income individuals and cisgender women.</p> <p><b>Access to Montreal City Services:</b></p> <ul style="list-style-type: none"> <li>• Some respondents do not believe Montreal City services meet their needs.</li> </ul>

		<ul style="list-style-type: none"> <li>● Fear of unfavourable treatment due to gender identity or sexual orientation is present in 24 per cent of respondents, rising to 63 per cent among trans individuals.</li> <li>● Concerns about safety and access to services, particularly in sports and leisure centers and city parks, were raised.</li> </ul> <p><b>Quality of Life:</b></p> <ul style="list-style-type: none"> <li>● Many respondents don't feel comfortable being themselves in their daily activities in Montreal.</li> <li>● 52 per cent of respondents experienced unfavourable or differential treatment due to their gender identity or sexual orientation, rising to 82 per cent among trans individuals.</li> <li>● Healthcare services are perceived as the least accessible, followed by housing, employment, sports and leisure and social and community life.</li> </ul> <p><b>Safety in Public Spaces:</b></p> <ul style="list-style-type: none"> <li>● 82 per cent of respondents don't always feel safe in Montreal.</li> <li>● 75 per cent experienced inappropriate behaviour due to their gender identity or sexual orientation, with 93 per cent of trans individuals reporting such incidents.</li> </ul> <p><b>Citizen Participation and City Approach:</b></p> <ul style="list-style-type: none"> <li>● Among those who participated in City activities, 8 per cent felt they experienced unfavourable treatment due to their identity or orientation, rising to 29 per cent for trans individuals and 30 per cent for Indigenous people.</li> <li>● Factors limiting participation include lack of trust in the process, fear of their reality not being understood, fear of unfavourable treatment and accessibility issues.</li> </ul> <p><b>Recommendations:</b></p>
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<p><b>Canada (Federal)</b></p>	<p><a href="#">Canada's First Federal 2SLGBTQI+ Action Plan</a></p>	<p>2022</p>	<p>The Action Plan aims to advance rights and equality for Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex and additional sexually and gender diverse individuals in Canada.</p> <p><b>Development Process:</b> It was developed based on extensive engagement with 2SLGBTQIA+ communities and stakeholders, including 25,636 survey respondents, 102 written submissions and over 100 participants in seven roundtable discussions.</p> <p><b>Key Objectives:</b> The Action Plan seeks to address and prevent discrimination and stigma based on sexual orientation, sex characteristics, gender identity and expression. It prioritizes community action and coordination across federal departments and agencies.</p>

		<p><b>Areas of Focus:</b> Over the next five years, the Action Plan focuses on:</p> <ol style="list-style-type: none"> <li>1. Prioritizing and sustaining 2SLGBTQIA+ community action.</li> <li>2. Advancing and strengthening 2SLGBTQIA+ rights domestically and internationally.</li> <li>3. Supporting Indigenous 2SLGBTQIA+ resilience and resurgence.</li> <li>4. Engaging all Canadians in fostering a 2SLGBTQIA+ inclusive future.</li> <li>5. Strengthening 2SLGBTQIA+ data and evidence-based policy making.</li> <li>6. Embedding 2SLGBTQIA+ issues in the work of the Government of Canada.</li> </ol> <p><b>Community Focus:</b> The Action Plan is community-focused, coordinated, collaborative and holistic. It prioritizes direct support for communities, particularly those serving underrepresented groups like Indigenous, Black and racialized 2SLGBTQIA+ communities.</p> <p><b>Financial Support:</b> The Government of Canada has allocated \$100 million over five years, starting in 2022-23, to support the implementation of the Action Plan and address 2SLGBTQIA+ issues. This funding will directly support communities and initiatives related to the Action Plan.</p> <p><b>Continued Efforts:</b> The Action Plan builds on existing efforts to construct positive relationships with communities and embeds 2SLGBTQIA+ issues into government work.</p>
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