

Council Member Report For the Committee of the Whole Meeting of May 9, 2019

To: Committee of the Whole **Date:** May 9, 2019

From: Councillor Alto

Subject: Resources for Community Engagement Strategy for the Transgender, Non-Binary

and Two-Spirit (TNB2S) Inclusion Plan

BACKGROUND

In September 2017 council approved development of a transgender, gender non-binary and two spirit equity and inclusion policy, and directed staff to outline the resources needed to develop a plan to carry out activities relating to six specific aspects of City operations: signage and literature; public spaces; human resources training and staff policies; programming; collaborative public and community partnerships; and forms, records and instruments of data collection and management.

Staff reported that development of a comprehensive plan would require hiring an experienced independent contractor to assist with community engagement, assess current policies, identify leading practices from other jurisdictions, and develop an implementation plan.

During the 2018 budget process, Council allocated up to \$60,000 for this purpose, and following an RFP process, the City retained MNP in partnership with Kingsley Strudwick of Ambit Gender Diversity Consulting. Since the project began in early March, the consultants have met with Council's ad hoc advisory committee, struck a Project Working Group made up of key stakeholder agencies, begun research into leading practices in other jurisdictions and developed a community engagement strategy to inform, and provide feedback on, a draft plan framework.

Community engagement for this work is essential. Engagement sessions have been planned in consultation with the ad hoc advisory committee and the project working group, who have identified key accommodations to enable participation by members of the TNB2S community: living wage honoraria for participants in the two TNB2S sessions and the Indigenous Two Spirit session; honoraria for Elders; bus tickets for those needing assistance with transportation; a meal for the three evening sessions; and professional counsellors on site for emotional support.

The estimated total cost for engagement sessions is \$8,815. These costs are in addition to the project budget allocated by Council in 2018. Funding is available from the amount Council has already allocated for engagement activities related to strategic plan objectives, however while the budget is available, specific Council approval is required to pay honoraria for TNB2S community members who participate in an engagement session.

MOTION

That Council approve an expenditure of up to \$3,000.00, from funding already allocated for engagement activities related to strategic plan objectives, to provide honoraria of \$25 per participant at each TNB2S session and at the Indigenous and Two Spirit session.

Respectfully submitted,

Councillor Alto