



City of Victoria TNB2S+ Inclusion Action Plan

Presented By:

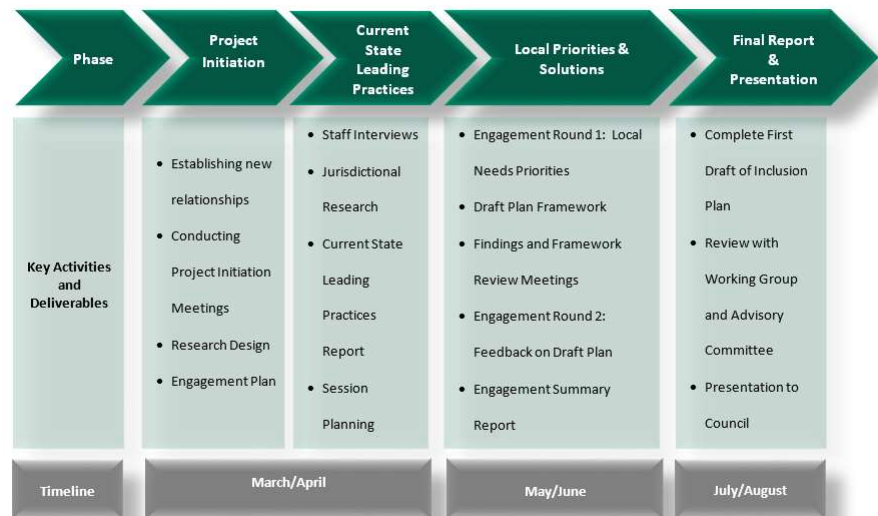
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Project Overview



Language

- Absence or erasure of language can be a barrier to inclusion and positive change
- The terms “trans,” “non-binary,” and “Two-Spirit” describe the communities of focus (see p. 6-7 of the TNB2S+ Inclusion Action Plan)
- Other aspects of identity (race, class, ability, ...) interact with gender to impact how individuals experience barriers and inclusion.

Community Engagement Approach



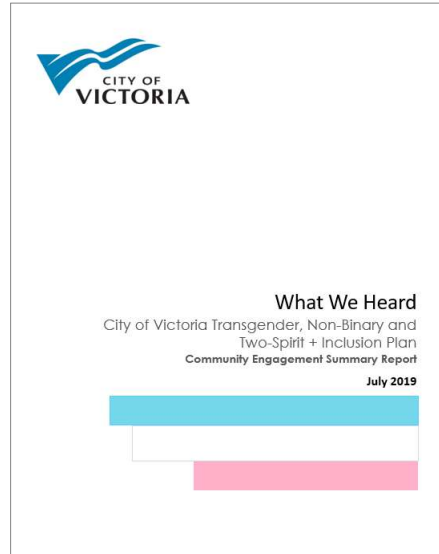
Engagement Activities

- In-person and teleconference meetings
- Three Community Engagement Sessions
 1. Understanding Local Needs and Priorities
 2. Understanding Indigenous and Two-Spirit Experiences and Perspectives
 3. Exploring Draft Plan Ideas
- TNB2S+ Community Survey
- One-on-one meetings with service providers and community-based organizations
- Service provider-led community-based dialogues

Engagement By the Numbers



What We Heard From Community



Major Themes from What We Heard

TNB2S+ Personal and Community Wellbeing

Take steps to enhance recreation, community, and family support for TNB2S+ individuals and their caregivers.

Poverty Reduction and Economic Inclusion

Create economic opportunities where the skills, gifts, and lived experiences of TNB2S+ individuals are recognized and compensated as part of the implementation of the TNB2S+ Plan; take actions to demonstrate and advocate for TNB2S+ positivity and inclusion within the local business community.

TNB2S+ Housing Solutions and Supports

Address barriers TNB2S+ individuals face in accessing stable, safer, affordable housing.

Community Safety and Police Interactions

Work with the community on new approaches to safety, violence prevention, and engaging with police.

Demonstrating Leadership as a City and an Employer

Be a visible advocate for TNB2S+ inclusion and take leadership actions in areas such as public awareness, policy, and training.

Intersectionality and Multiple Barriers

Address the ways in which TNB2S+ individuals' identities (based on race, class, ability, Indigeneity, disability, and marginalization, for example) impact their lived experiences in the community.

Creating Welcoming Public Spaces and City Facilities

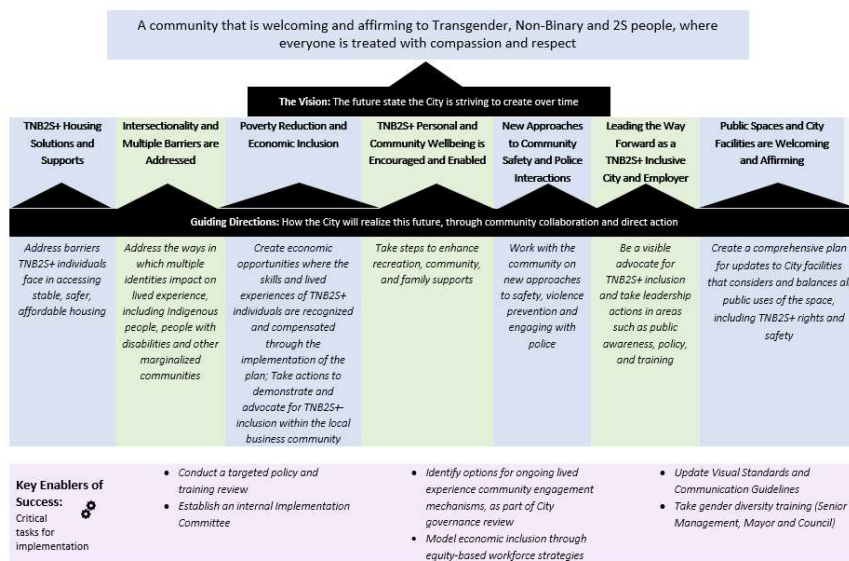
Create a comprehensive plan for updates to City facilities that considers and balances all public uses, including TNB2S+ rights and safety in those spaces.

Foundations for Decision-Making

What was learned from community, from staff, and from other jurisdictions:

- Training
- Management Leadership
- Public Awareness and Education
- Reconciliation
- Poverty Reduction, Housing and Neighbourhoods
- Accessibility
- Support for TNB2S+ Employees

Plan Overview



Plan Actions



Collaborative Actions with Community

Actions that require community collaboration and engagement with the City



Direct Actions for the City

Actions where the City will lead and has direct authority and accountability for implementing



Key Enablers of Success

Tasks that establish the necessary structure and accountabilities to support actions in the plan

Tasks that enable staff and Council to effectively lead implementation

Plan Actions



Collaborative Actions with Community

- Reflect community input on what actions are meaningful and/or high priority
- Actions where community-based leadership was identified as key to how the action is undertaken
- Actions have not been assigned a timeline.

Plan Actions



Direct Actions for the City

Priorities: Meaningful first steps in support of each guiding direction

Work Planned or Already Underway: Existing work or commitments where the City can, or is already, taking steps to be TNB2S+ inclusive

Future Actions: Work the City anticipates initiating in the longer-term, with time horizons indicated as 1 to 3 years, 3 to 5 years or 5+ years.

How the City Moves Forward

Community engagement feedback about how the City approaches implementing the plan.

- Relational and Anti-Oppressive Practice
- Two-Spirit and Indigenous Engagement
- Police Engagement
- Community Partnerships
- Providing Support for those Advancing Change

Questions?

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