



Council Member Motion
For the Committee of the Whole meeting of September 7, 2017

Date: August 31, 2017

From: Councillor Loveday and Councillor Alto

Subject: Transgender, Gender Non-Binary, and Two-Spirit Equity and Inclusion Policy

Background:

The City of Victoria is a signatory to both the Canadian Coalition of Municipalities Against Racism and Discrimination and the Vienna Declaration, and has committed to taking concrete action to identify, monitor, and proactively address forms of individualized and systemic racism and discrimination in the Victoria community.

On Thursday, June 15, 2017, the federal government adopted Bill C-16, which adds protection of gender identity and expression to the Canadian Human Rights Code and the Criminal Code, prohibiting discrimination against trans and gender non-binary individuals, and including them within the protections provided by the hate-speech and hate-crime provisions of the criminal law.

With the enactment of Bill C-16, the federal government joins the provinces and territories that have amended their human rights codes to recognize and protect gender diversity. While some Canadian jurisdictions have chosen not to specifically add “gender identity” or “gender expression” to their human rights legislation, others have added “gender identity”, and others have added both “gender identity” and “gender expression” to their legislation.

The City of Victoria’s Strategic Plan includes “Fostering Social Inclusion and Community Wellness” as a key priority for the 2014-2018 Council term. By working to protect the rights of Transgender, Gender Non-Binary, and Two-Spirit people the City of Victoria will be progressing on this priority.

In June of 2016 the City of Victoria endorsed the motion entitled “Transgender Human Rights Protection” which called for the creation of a Transgender Inclusion policy for the City of Victoria. Preliminary engagement on this process and this high-level policy statement has taken place with a selection of leaders from the Transgender, Gender Non-Binary, and Two-Spirit communities.

Motion:

BE IT RESOLVED THAT Council approves the following policy statement:

“The City of Victoria is committed to making civic facilities, operations and programs safe, inclusive, and equitable for people of all genders, gender identities, and gender expressions, and their communities.

In the City of Victoria, this may include but is not limited to:

- a) Signage and Literature
- b) Public Spaces (including washrooms and change-rooms)
- c) Human Resource Training and Staff Policies
- d) Programming (including "all-bodies" programming)
- e) Collaborative Public and Community Partnerships
- f) Forms and records and instruments of data collection and management."

BE IT FURTHER RESOLVED THAT Council direct staff to report back with a plan to:

- Identify and change policies needed to make civic facilities, operations, and programs safe, inclusive, and equitable for people of all genders, gender identities, and gender expressions
- engage Transgender, Gender Non-Binary and Two-Spirit communities as such identification and changes are undertaken.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Loveday', with a stylized flourish at the end.

Councillor Loveday

A handwritten signature in black ink, appearing to read 'Alto', with a long, sweeping horizontal flourish extending to the right.

Councillor Alto