

# Comply or Embrace

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Dealing with the gender rights changes to BC and Canadian  
Human Rights Legislation

# Presented by Rainbow Health Co-operative

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- Chrÿs Tei – Executive Director
- BC's largest (by membership) community owned trans organization
- Started here in 2014 – province wide mandate
- Participated in steering committee for new provincial trans health program
- Only representative from outside the lower mainland

# July 2016



Bill 27, Human Rights Code Amendment Act, 2016, was passed to include “gender identity or expression” among the protected grounds covered by the code.

# June 2017



Bill C-16, the Liberal government's legislation that adds "gender identity or expression" to grounds of discrimination in the Canadian Human Rights Act.

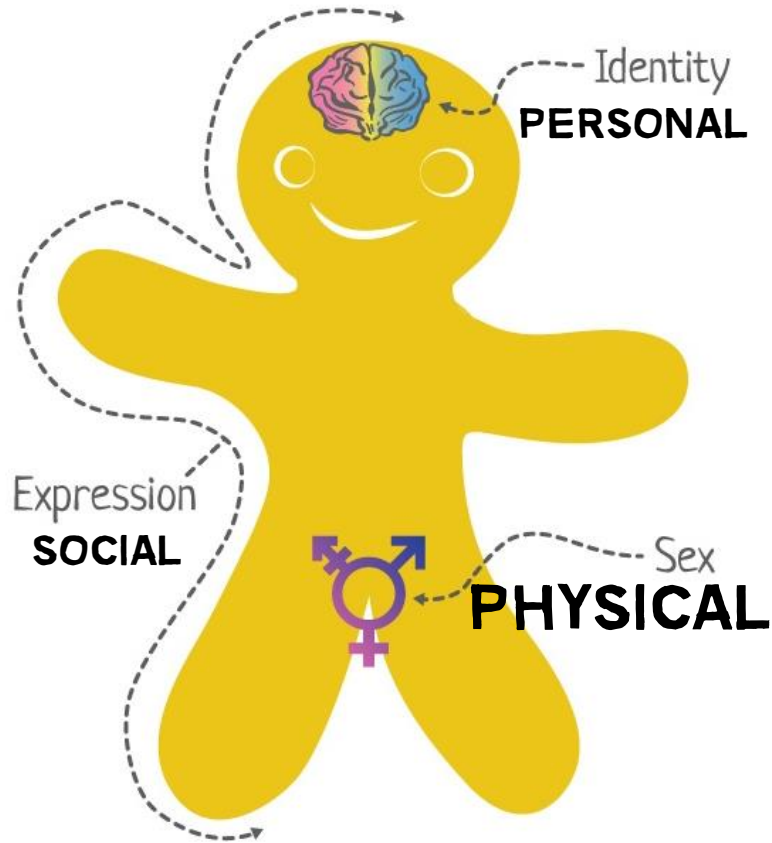
# Comply or Embrace ?

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What is it we need to deal with?

# Gender is like climate change

## The Genderbread Person



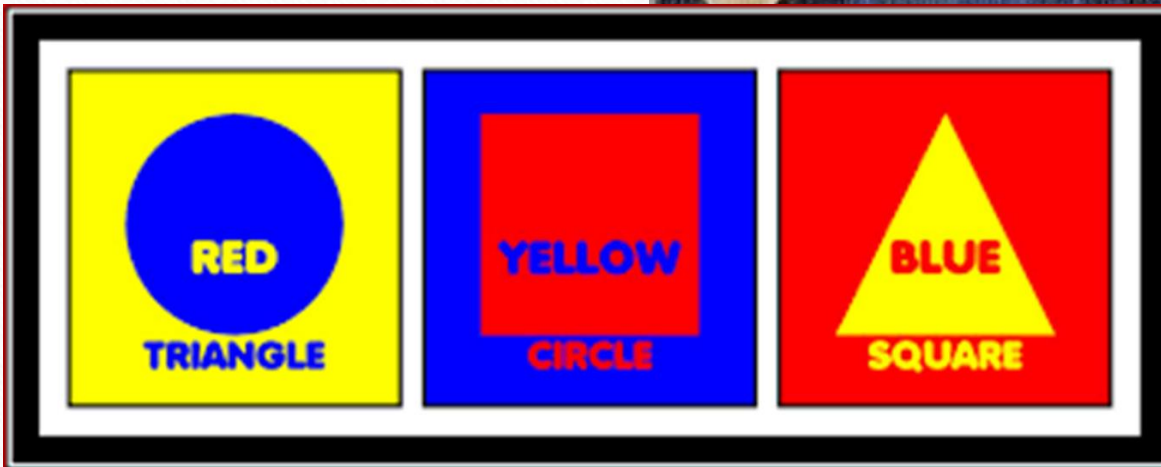
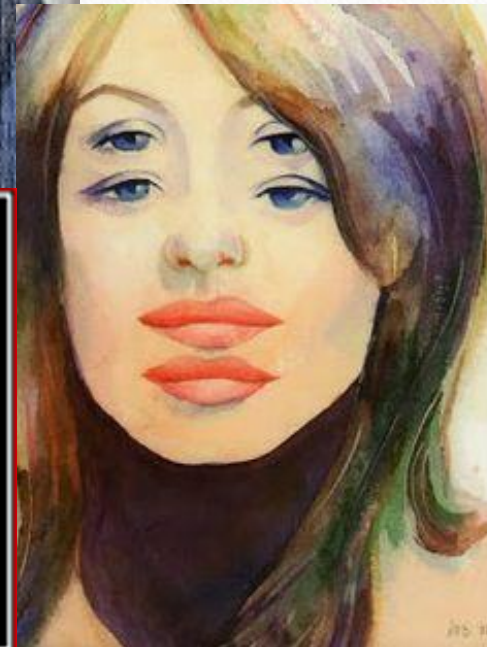
Everyone experiences weather, but meteorologists fail at weather prediction, it's complicated

Everyone experiences their gender, but biologists and psychologists fail at explaining it, it's complicated

# The Transgender Condition is Gender Dissonance



A form of cognitive dissonance experienced by trans people due to a misalignment of their **subconscious** and physical sexes.



Comply  
Embrace 

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Cost

Benefits

Community Health

# Cost

Kicking the can down the  
road just ain't working



Benefits



# Community Health

## Wellness is....

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- "A state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity."
- "A conscious, self-directed and evolving process of achieving full potential."



*World Health Organization*

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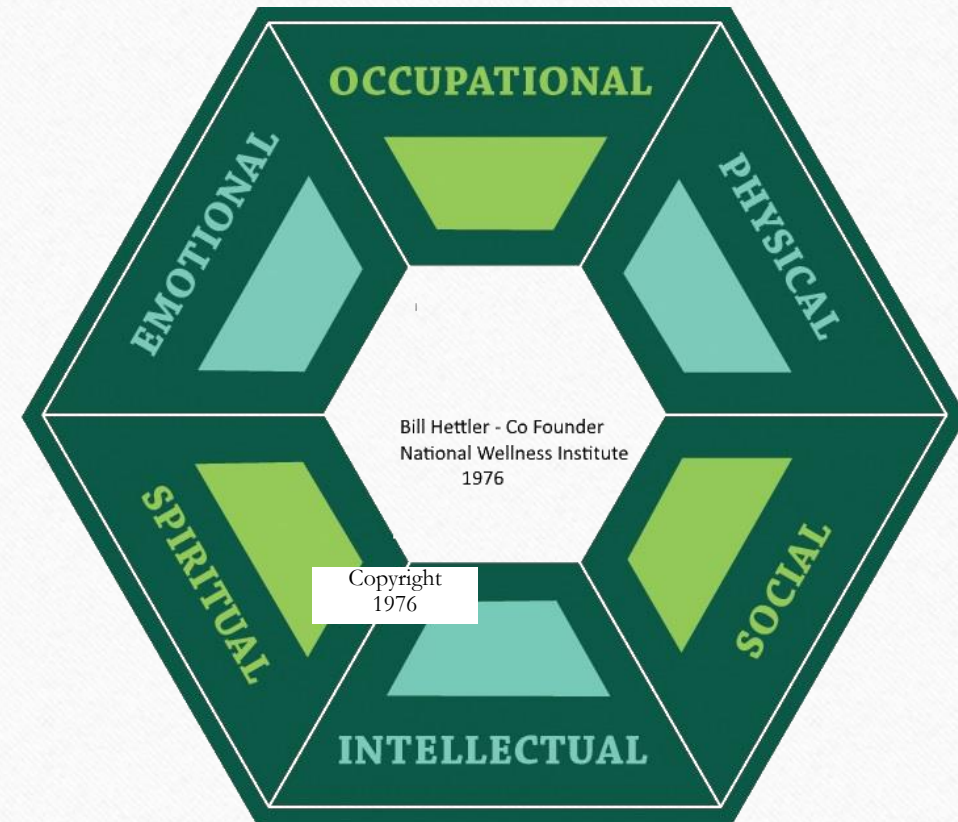
■ *National Wellness Institute*

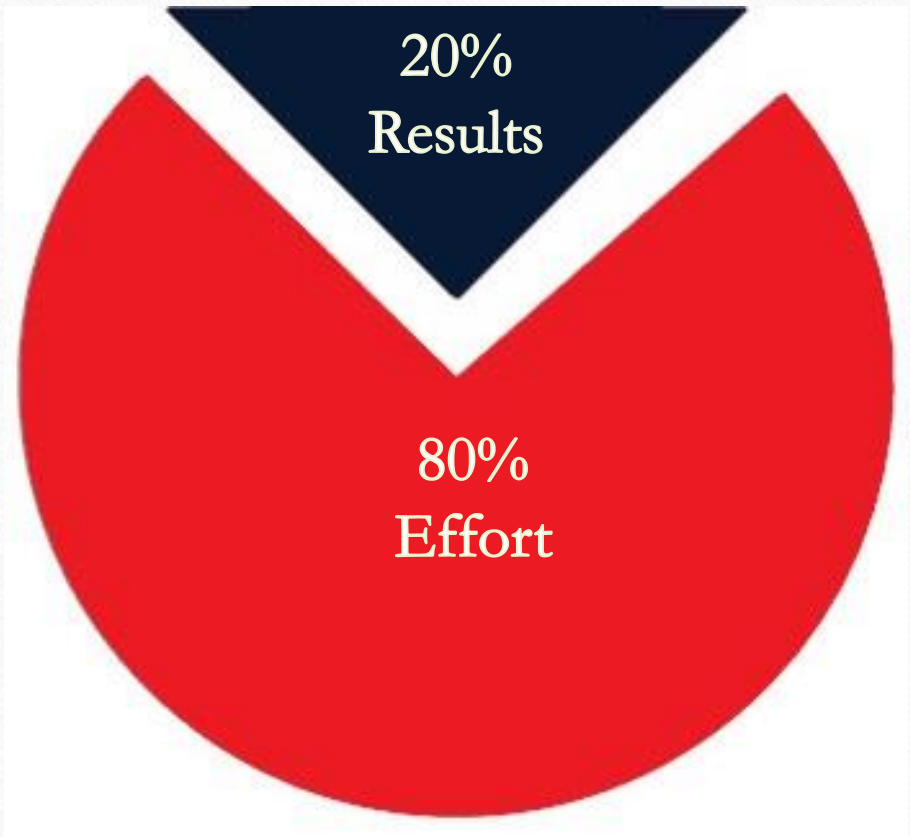
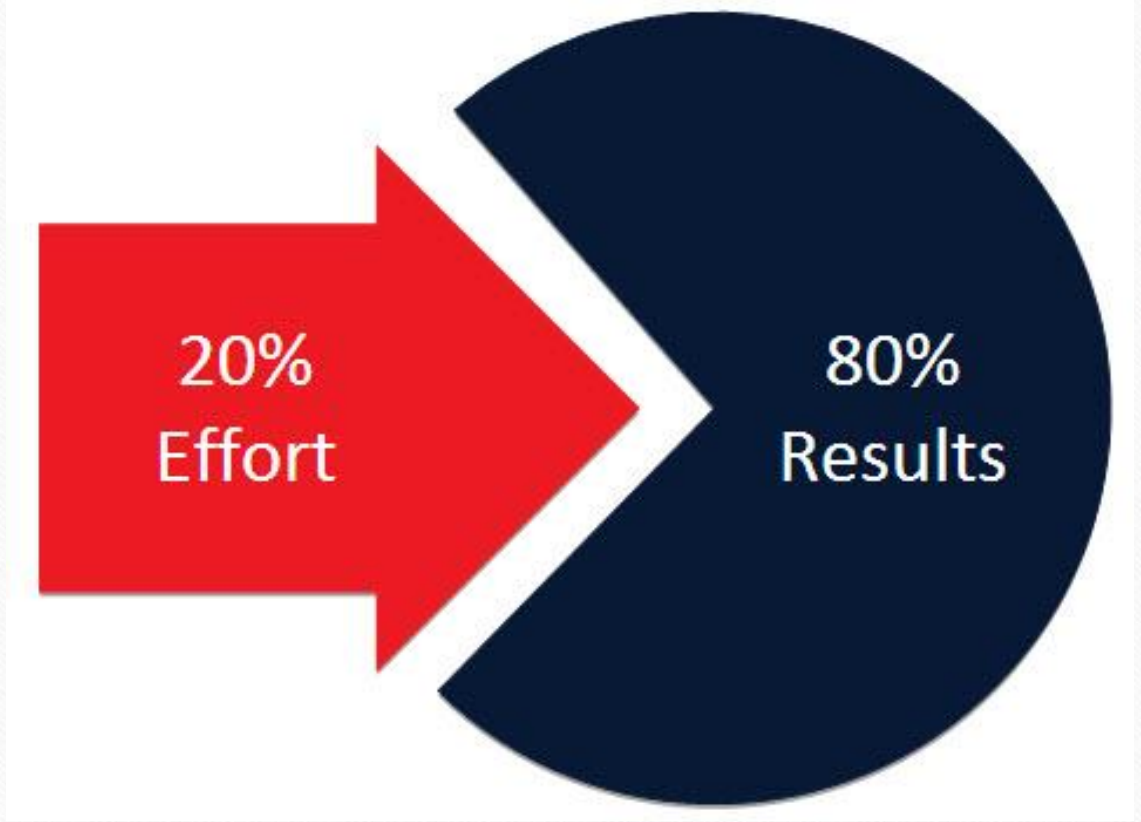
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## Social Determinants of Health

1. Income and Income Distribution
2. Education
3. Unemployment and Job Security
4. Employment and Working Conditions
5. Early Childhood Development
6. Food Insecurity
7. Housing
8. Social Exclusion
9. Social Safety Network
10. Health Services
11. Aboriginal Status
12. Gender
13. Race
14. Disability

## Six Dimensions of Wellness





# This is what we say....

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- “Wellness is the **minimum effective dose** of rest, nutrition, activity and **socialization** to maintain ourselves above the level of symptoms. Wellness integrates our bodies, our minds, our selves and our **communities**”.

■ ***Rainbow Health Co-operative***

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# Questions?

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