



Committee of the Whole Report For the Meeting of December 7, 2017

To: Committee of the Whole **Date:** November 22, 2017
From: Thomas Soulliere, Director, Parks, Recreation and Facilities
Subject: Response to Council Motion: Potential resource implications of developing new "inclusion" policy and program

PURPOSE

The purpose of this report is provide Council with a response to an inquiry on the potential resource implications of developing a new policy and program specific to "transgender, gender non-binary, and two-spirited" individuals.

BACKGROUND

On September 7, 2017 Council presented a motion titled "Transgender, gender non-binary, and two-spirit equity and inclusion policy", and requested that staff respond with an outline of the potential resource implications associated with developing a plan to carry out the activities outlined in the Council recommendation. The motion of Council directed attention to six specific aspects relating to City operations; "signage and literature, public spaces, human resource training and staff policies, programming, collaborative public and community partnerships, and forms, records and instruments of data collection and management".

ISSUES & ANALYSIS

Over the past year, City staff have undertaken a number of specific actions relating to inclusivity and modernizing services for staff and members of the public who interact with the City. These efforts have included; staff training sessions for team members in the Recreation division on gender expression and gender identity as they relate to patrons using City facilities; signage upgrades to identify "all gender" washrooms in public buildings (such as City Hall); and updating of customer service practices to emphasize accessibility and inclusion for patrons at Crystal Pool and Fitness Centre.

To-date the City has not developed a comprehensive plan which would identify all potential barriers to a fully inclusive approach to services and City operations, with respect to gender expression and gender identity, as is envisioned in the Council motion. Such an effort would require external support, in the form of an experienced independent contractor who could assist with engaging members of the community, conducting an assessment of the current state, identifying leading practices from other jurisdictions, and developing an implementation plan to achieve the desired outcomes.

In terms of specific resource implications, City staff from various work groups (ie Human Resources, Procurement, Recreation, Legislative Services) would be involved in the initiation of a tender

process, such as a Request for Expressions of Interest, to identify a suitable contractor. Based on initial assessments, it is anticipated that the value of such a contract is likely to be in the \$40,000 - \$60,000 range. Once the scope of the plan has been defined, the contractor would be expected to work with City staff involved in the project to identify the level of participation required, and other key parameters outlined in the City's Project Management Framework.

Impacts to Financial Plan

The draft Financial Plan does not currently include an allocation for the costs outlined above. Should Council desire to proceed with the approach identified in 2018, the recommended funding source is the 2017 surplus. Pending approval, staff would anticipate commencing work on this project in the first quarter of 2018.

Respectfully submitted,



Thomas Soulliere
Director
Parks, Recreation and Facilities

Report accepted and recommended by the City Manager:

Date:

Jocelyn Jenkins
December 11, 2017