



LGBTQ Sub-Committee 2016 Report

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Pictured: Councillor Fred Haynes, Committee Vice Chair Ryan Clayton, Rachel Deloughery, and Councillor Dean Murdock at Victoria Pride 2016
Photo Credit: Councillor Colin Plant

To Saanich City Council,

It is my pleasure to present the term report for the Saanich LGBTQ Sub-Committee for our inaugural year of 2016.

Our committee was formed to ensure that the voices of LGBTQ people in Saanich are heard in decisions made at the civic level, especially as it pertains to issues of safety, acceptance, and inclusion. Throughout our term the committee has worked hard to bring forward our concerns as residents of Saanich and to reach out to other members of our community to identify additional concerns.

We are very proud of the recommendations we have made and feel that they contribute to making Saanich a welcoming and wonderful place to live and work. We feel these recommendations provide a foundation for the continuing work of ensuring the inclusion of LGBTQ citizens in the decisions made that affect their neighbourhoods, community centres, and civic services.

We want to thank the Healthy Saanich Advisory Committee, under whose structure we have been able to do this work. We also want to thank council, who supported the creation of this committee and our work over 2016, as well as every member of Saanich staff who shared with us their knowledge and expertise. In particular, we would like to thank Elizabeth Van Den Hengel and Kelli-Ann Armstrong, who have provided staff support for our committee meetings and been resources for all the work our committee has accomplished.

We look forward to the continuation of this important work in the future.

Sincerely,

Colin Plant, Chair
Ryan Clayton, Vice Chair
on behalf of the members of the Saanich LGBTQ Sub-Committee
November 17th, 2016

Terms of Reference

The purpose of the LGBTQ sub-committee is to advise the Healthy Saanich Advisory Committee on LGBTQ issues and suggest initiatives and encourage civic engagement to improve the quality of life for Saanich LGBTQ residents.

The LGBTQ sub-committee will, consistent with the purpose described above, undertake the following:

- Provide advice and recommendations to the Healthy Saanich Advisory Committee relating to LGBTQ issues in Saanich;
- Exchange information with the LGBTQ communities and the general public about relevant programs and areas of interest;
- Engage in outreach to the LGBTQ communities to disseminate information and encourage participation in Saanich events and initiatives;
- Act as a resource for staff during the public participation process;
- Act as a resource for staff to ensure that Saanich facilities and events are accessible to all people who identify or are perceived to identify as LGBTQ, and include those who are outside the gender binary;
- Consider any matters which may be referred to the committee by Council, staff, or the public;
- May take positions on policy initiatives from other levels of government within the mandate of the sub-committee;
- The sub-committee will strive to reflect the diversity of the LGBTQ community and;
- Advocate for members of the community.

Membership

Ryan Clayton, Marcy Cook, Lawrence Cooper, Aaron Devor, Sharon Doty, James Gardner, Eko Goldberg, Matthew Heinz, Harvey House, Stacey Piercey, Colin Plant, and Cynthia Reid.

Meetings

The Sub-Committee met with quorum eight times in 2016.

- January 27th, 2016
- February 10th, 2016
- March 3rd, 2016
- April 7th, 2016
- May 5th, 2016
- September 1st, 2016
- October 6th, 2016
- December 1st, 2016 (Scheduled)

Saanich LGBTQ+ Survey Summer 2016

Executive Summary

The Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Sub-Committee of the Healthy Saanich Advisory Committee conducted a community needs survey in June and July 2016; the project was supported by an applied research grant from Royal Roads University and led by Dr. Matthew Heinz.

A total of **52** individuals completed the online survey. In addition, a total of 24 comments were received in a comment drop box at UVIC Pride. The survey included open-ended questions asking respondents to identify their biggest LGBTQ+ concerns in Saanich and the kinds of actions Saanich should take to support the health and well-being of its LGBTQ+ people.

Most of the respondents (34 or 65.38%) reported having experienced some form of harassment, ranging from silent harassment to physical violence.

The Saanich locations in which respondents reported being least comfortable being out as LGBTQ were community recreation centres, public transportation, parks, and facilities aimed at seniors. Access to LGBTQ+ programs was the most frequently reported need (24 or 46.15%).

Overall, respondents identified the following issues as their biggest LGBTQ+ concerns in Saanich:

- **Silent discrimination rather than active acceptance and inclusion**
- **Social isolation**
- **Physical safety in washrooms and other public spaces**
- **Lack of services, programming and facilities that are visibly and proactively inclusive of transgender and gender non-conforming experiences.**
- **Lack of understanding of LGBTQ+ experiences in Saanich community at large**

Respondents suggested that Saanich should consider adopting and implementing the following actions and services:

- **Public education for the community**
- **LGBTQ sensitive health care**
- **Gender neutral washrooms**
- **LGBTQ sensitivity training for all public employees**
- **Explicitly Inclusive Saanich programming (advertising, program descriptions, promotion of existing programming)**
- **Public declarations of LGBTQ support (signage, statements) without engaging in tokenism**

Motions to Council

All motions are made by the Healthy Saanich Advisory Committee on recommendation of the LGBTQ Sub-Committee. For discussion on these motions, please refer to the committee minutes. These do not include any motions made at the December 1st meeting, where we will discuss our recommendations for the future of the committee.

MOTION: Moved by C. Reid and seconded by J. Gardner: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee (LGBTQ) requests that the Healthy Saanich Advisory Committee recommend that Council adopt the Terms of Reference for the LGBTQ Sub-Committee as amended at the February 10, 2016 meeting.”

Passed: February 10th, 2016

Status: Carried in council on March 14th, 2016

Outcome: Terms of reference were amended from their original wording to reflect input from committee members.

MOTION: Moved by M. Cook and seconded by M. Heinz: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee will draft a Proclamation declaring March 31, 2016 as Trans Day of Visibility; and requests that the Healthy Saanich Advisory Committee recommend that Mayor Atwell consider having March 31, 2016 declared as Trans Day of Visibility.”

Passed: February 10th, 2016

Status: Carried in council

Outcome: March 31st, 2016 was proclaimed Trans Day of Visibility in the city of Saanich and the Trans flag was raised at city hall.

MOTION: Moved by M. Cook and seconded by S. Piercey: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that the Healthy Saanich Advisory Committee recommend that Council consider having the Pride and Trans Flags flown at the Saanich Municipal Hall during Pride week, July 1-10, 2016.”

Passed: February 10th, 2016

Status: Carried in council on June 13th, 2016¹

Outcome: Saanich flew the Pride and Trans flags during 2016 Victoria Pride events.

¹ This motion was covered in a separate motion introduced by Councillor Plant.

MOTION: Moved by R. Clayton and seconded by C. Reid: “That the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Sub-Committee requests that the Healthy Saanich Advisory Committee recommend that Council consider having staff install signage at Saanich buildings indicating that Saanich buildings are welcoming and safe for members of the LGBTQ community.”

Passed: February 10th, 2016

Status: Referred to staff by council on April 11th, 2016²

Outcome: Staff report in progress

MOTION: Moved by M. Cook and seconded by S. Piercey: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that the Healthy Saanich Advisory Committee recommend that Council consider having all Saanich staff who interact with the public receive sensitivity training.”

Passed: February 10th, 2016

Status: Referred to staff by council on April 11th, 2016²

Outcome: Staff report in progress

MOTION: Moved by M. Cook and seconded by S. Piercey: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that the Healthy Saanich Advisory Committee recommend that Council consider having staff organize an All Body Swim at a Saanich Recreation Facility.”

Passed: February 10th, 2016

Status: Referred to staff by council on April 11th, 2016²

Outcome: Staff report in progress. An All-Bodies Swim was held at Gordon Head Recreation Centre through a rental from “Alt Pride” and the committee was provided with an overview of the success of that event on August 11th, 2016.

MOTION: Moved by M. Cook and seconded by R. Clayton: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that the Healthy Saanich Advisory Committee recommend that Council consider marketing and advertising materials produced by Saanich to be more reflective of the diversity of Saanich citizens and utilize gender neutral language.”

Passed: February 10th, 2016

Status: Referred to staff by council on April 11th, 2016²

Outcome: Staff report in progress

² MOVED by Councillor Murdock and Seconded by Councillor Haynes: “That the recommendations from the Healthy Saanich Advisory Committee and the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Sub-Committee be referred to staff to prepare a report, in collaboration with the Healthy Saanich Advisory Committee and the LGBTQ Sub-Committee, to clarify and determine the long term intent of the recommendations.”

MOTION: Moved by A. Devor and seconded by R. Clayton: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee recommends the letter addressed to Chief Downie and the Saanich Police Board be forward as edited by the LGBTQ Committee, April 7, 2016.”

Passed: April 7th, 2016

Status: Unknown

Outcome: Unknown

MOTION: Moved by M. Heinz and seconded by L. Cooper: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that Saanich participate in the Victoria Pride activities on July 10, 2016.”

Passed: May 5th, 2016

Status: Carried in council on June 13th, 2016³

Outcome: Saanich participated in the Victoria Pride Parade.

MOTION: Moved by M. Heinz and seconded by L. Cooper: “That the Lesbian, Gay, Bisexual, Transgender and Queer Sub-Committee requests that a letter be forwarded to the Saanich Police board supporting universal washrooms in public areas at the Saanich Police Station.”

Passed: May 5th, 2016

Status: Unknown

Outcome: Unknown

³ This motion was covered in a separate motion introduced by Councillor Plant.

Consultations

The committee invited members of Saanich staff to speak with the committee. These invitations helped further the committee's understanding of the departments of Saanich, the work currently being done to support LGBTQ persons in Saanich, and to facilitate dialogue on the needs of the LGBTQ community with representatives of Saanich's various departments.

March 3rd, 2016 – Meeting with Scott Tremble and Niki Hodgkinson, Saanich Police

The guests gave an overview of the community engagement work that the Saanich Police Department is undertaking.

Committee discussion:

- There currently is no specific LGBTQ support or diversity unity within the Saanich Police Department.
- It would be helpful if there was an email address of a "point person" on the Saanich Police website for a contact for LGBTQ support.
- An online diversity course is a start but not enough to properly train a person in sensitivity training. Face to face interaction is required for better understanding so that questions can be asked and answered.
- The Vancouver Police Board have issued an LGBTQ specific sensitivity training video.
- An education program for the LGBTQ community particularly LGBTQ youth of what to expect when reaching out to the police for help, should be considered.
- An invitation to school liaison officers to engage in LGBTQ outreach could be extended.
- A website should be developed for DAC along with a Twitter and Facebook presence.
- If a member of the community is concerned about threats they have received, the threats should be reported to the police department. The person's information could be flagged in the police computer so responding officers are aware of the potential for erroneous reporting.

April 7th, 2016 – Meeting at Gordon Head Recreation Centre with Charlene Parker, Manager

The committee was provided with a tour of Gordon Head Recreation Centre and discussed the capacity to run an All-Bodies Swim.

Committee discussion:

- Committee consensus was to support an All Body Swim at a Saanich recreation centre.
- A suggestion to reach out to other groups who have experience with hosting All Body Swims could be beneficial for the planning of a Saanich All Body Swim.
- The proposed Saanich All Body Swim should be Trans positive.

- The blinds could be drawn for the swims to give participants privacy.
- Approximately 50 swimmers are required for Saanich to cost recover.
- Hosting a regular All Body Swim was discussed.
- Gender neutral signage will be on the May 2016 agenda.

May 5th, 2016 – Meeting with Paul Nursey, President and CEO, Tourism Victoria and Tina Mousseau, Chief Marketing Officer, Tourism Victoria.

The committee was provided with an overview of the marketing efforts of Tourism Victoria.

Committee discussion:

- The promotional material seems to be primarily focussed on the L and the G.
- A suggestion was made on creating marketing material to highlight BTQ members to more fully capture the LGBTQ market.
- Marketing materials illustrating diversity within the LGBTQ community: more mature faces, families, and ethnic persons.
- Devor shared that attendees at a Trans conference held in Victoria felt very welcome from the moment they entered Canada.
- Creating a trans washroom guide similar to the trans washroom guide created in Vancouver would be a good tourism promotional item.
- The Chief Marketing Officer invited Committee members to blog to the Tourism Victoria site.

September 1st, 2016 – Meeting with Jo MacDonald, Human Resources Manager

The Manager of Human Resources presented information on the new computer program for collection of employee information.

Committee discussion:

- In the gender field Saanich can list multiple choice options.
- Passports allow for gender neutral response.
- The new Saanich software will not allow the gender field to be left blank. This is a requirement for the payroll function.
- Coding for the gender field could include “X” for skip, “T” for transgender.
- The corporation that developed the software could be asked on how they propose to fix this issue of gender identification.
- A query as to why recording of gender data should be a requirement for payroll was raised.
- The Director of Human Resources will report back to the LGBTQ Committee information on the programs used at other municipalities.
- Employee satisfaction surveys to assist with determining gender distributions within Saanich employees would have to be carefully considered due to privacy concerns.

October 6th, 2016 – Meeting with Harley Machielse, Director of Engineering

The Director of Engineering discussed some of the procedure and policy around Saanich capital projects.

Committee discussion:

- The washrooms at the Gorge pump station are unique as the washroom facilities were added to a pump station.
- Architects do the design work and look to building codes for signage requirements.
- The architect that was hired to plan the facility designed the signage.
- Saanich staff do not have input into the signage that is installed in washroom facilities.
- The screening to soften the visual impact of the signage is not working as well as anticipated.
- Saanich followed existing policy for design and signage at the pump station washrooms.
- The LGBTQ committee could be consulted with respect to washroom design and signage.
- Saanich does not build many new washroom facilities.
- There is not a Saanich policy for accessibility, just the BC building code requirements.
- Retrofitting existing washrooms in Saanich will be more costly and complicated than improving the design of new facilities prior to their construction.
- The design work for the Gorge washrooms was done 4 years ago and there was less awareness of gender neutrality.
- It may not be necessary to retrofit to make the Gorge washrooms gender neutral. Inside adjustments may not be large.
- Saanich should look to assistance for the LGBTQ committee to create broad accessibility policy recommendations for Saanich facilities.
- The City of Vancouver has policy around gender neutral facilities.
- Davies Street rainbow sidewalk was an expensive project. The specialized paint is very expensive.
- For a rainbow intersection the costs are typically in the range of \$40,000-\$50,00