



Vancouver Board of Parks and Recreation

Trans* and Gender Variant Inclusion Working Group Update

July 6, 2015

Visit the Park Board website at: vancouverparks.ca

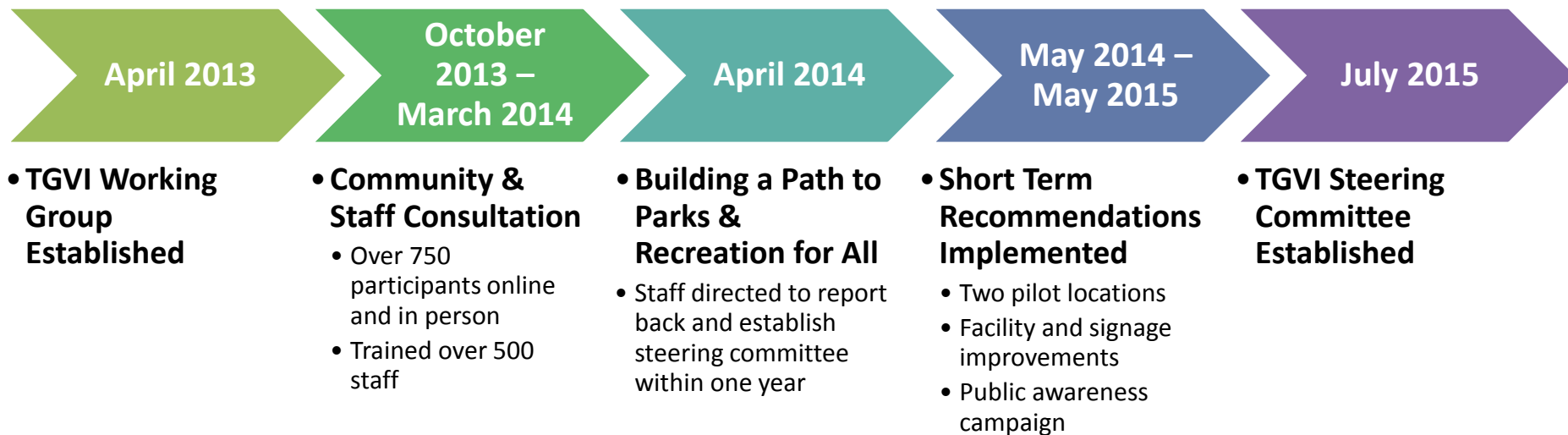
- A. Background
- B. Year in Review
- C. Next Steps



“Since she’s transitioned, she’s just blossomed. It’s a beautiful thing to see your child be true to who they are.”

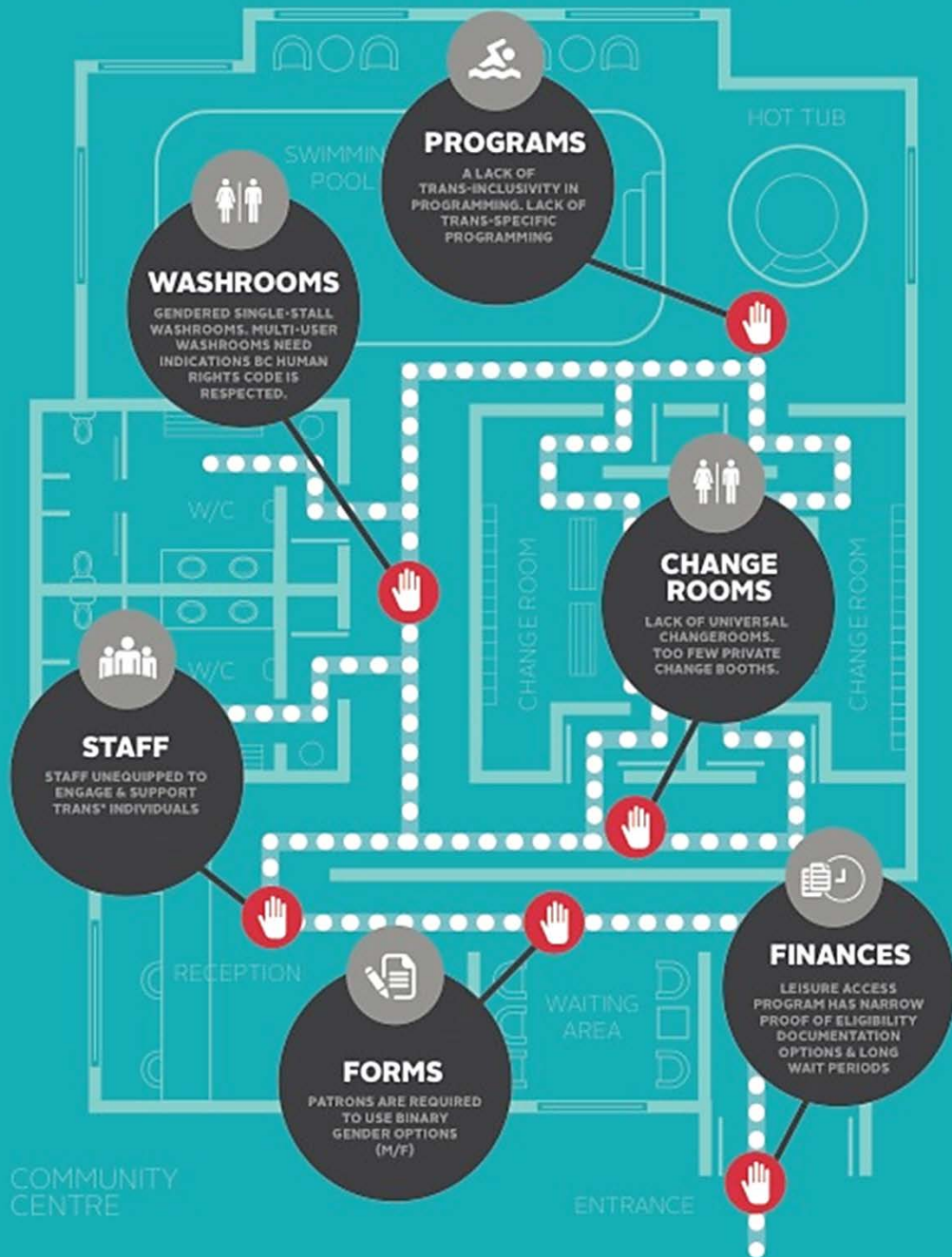


Background





BARRIERS FACING TRANS* & GENDER VARIANT INDIVIDUALS



What are the barriers to equal participation for trans* and gender variant community members?



How do we reduce these barriers and build clear paths into our community centres and parks for trans* and gender variant community members?



How can expanding options in gendered services and physical spaces foster more safe, respectful, and welcoming parks for all?



- **TGVI Working Group**
 - Addressed specific needs of Trans* that were of benefit to all
 - Focused on opportunities for integration while addressing unique TGV barriers
 - Selected two priority locations to pilot (Hillcrest & Templeton)
- **Identified Priorities for Year 1**
 - Washroom / Change Rooms
 - Programming
 - Internal and External Communications



Year in Review

Quick Starts and Short Term Priorities	Status
Trans* inclusivity training for Aquatic Staff	Complete
Pilot signage for “Universal” and gendered spaces	Complete
Standardize “Universal” signage	Complete
Pilot Trans* inclusive programs	Complete
Pilot fast track Leisure Access application	Complete
Establish Trans* & Gender Variant Inclusion Steering Committee	Complete
Transition to function based icons in signage	<i>In process</i>
Install private change booths in gendered change rooms	<i>In process</i>
Trans* inclusivity training for Front Line Staff	<i>In process</i>
Increase trans* and gender variant Leisure Access use	<i>In process</i>
Install “Universal” signage on booths in change rooms	<i>In process</i>
Install “Universal” signage on single occupant washrooms	<i>In process</i>

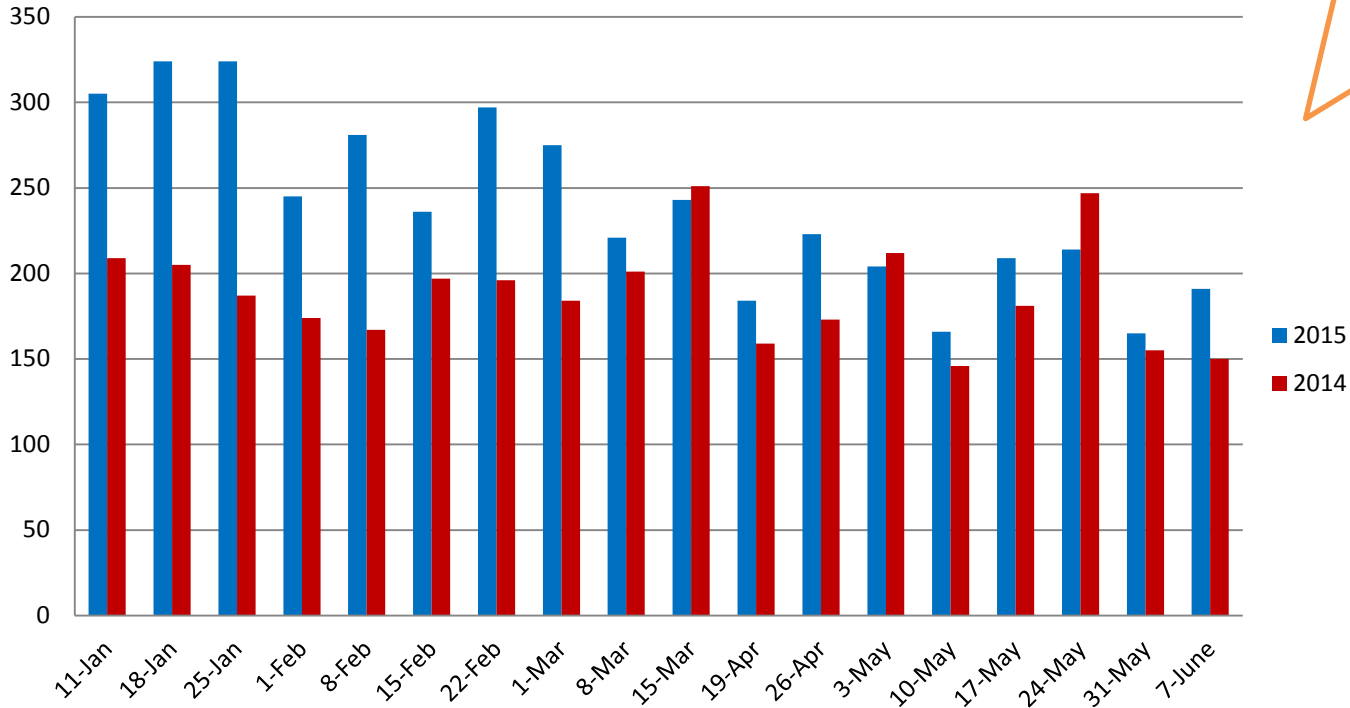
- Objectives
 - Safe and welcoming for trans* people
 - Encourage more trans* people to access recreation
 - Build community and confidence
- Launched and expanded two programs:
 - Trans* Inclusive Public Swim
 - Healthiest Winner





Year in Review - Swim Participation

Total Attendance at Sunday Templeton Public Swims



"I've wanted to do this for over 30 years. [It's] groundbreaking and I hope other communities can soon come to the realization that it is really needed."

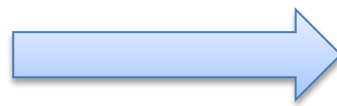
Year in Review - Washrooms & Change Rooms

- Signage

- Replaced gendered signage with functional symbols
- Changed spaces labelled "Family" to "Universal"

- Improvements to Physical Spaces

- Added private change stalls



- Awareness Campaign
 - In facility materials to educate and build community engagement
 - Significant media coverage

“Thank you from the bottom of my heart for this awareness campaign, the signage at Hillcrest, for the signage on the bathrooms, for the trans friendly swim. I am not trans but my husband is. For his sake and for that of our two children, I thank you for making this world a safer and more open and caring place.”





Year in Review - Internal Communications

- Staff Training
 - Aquatic staff trained city-wide
 - Templeton and Hillcrest facility staff trained
- City of Vancouver engagement
 - Real Estate & Facilities Management consultation on building and signage design
 - Human Resources incorporating into city-wide Respectful Workplace Training



Next Steps

- Establishment of Steering Committee
 - First meeting July 2015
- Continue Implementation of key actions
 - Programming
 - Awareness campaign
 - Universal signage across recreation system
- Identification of priorities for Mid - Long Term
 - Including evaluation of Year 1 actions



Next Steps - Mid and Long Term

Mid Term Priorities	Status
Additional gender options in registration and applications	<i>In process</i>
Respectful Workplace training incorporates trans* and gender variant inclusivity	<i>In process</i>
Amend Leisure Access residency requirements	<i>In process</i>
Develop a trans* and gender variant inclusion policy	2016
Long Term Priorities	
Universal change room and washroom options available in all Park Board facilities	
Engage community groups in establishing trans* inclusive policies	
Train all program instructors, contractors, and volunteers involved in delivery of services	
Increase overall square footage of universal space in facilities	

Thank you to TGVl Working Group



Welcome to TGVl Steering
Committee 2015-2017:

Aftab Erfan
Cindy Holmes
Jazmine Khan
Dora Ng
Kai Scott
Jaedyn Starr
Lori Shenher
Kira Yee

