

INFORMATION NOTE

Title:	2SLGBTQIA+ Working Group
Date Prepared:	June 29, 2022
Report To:	Inclusion Advisory Committee
Councillor and Role:	Debbie Hanlon, Inclusion Advisory Committee
Ward:	N/A

Decision/Direction Required:

Approval of 2SLGBTQIA+ Working Group and initial action items

Discussion – Background and Current Status:

In February of 2022, City staff and IAC representatives led a 2SLGBTQIA+ community forum, where they heard from organizational stakeholders and individuals with lived experience regarding the City's need to address barriers faced by the 2SLGBTQIA+ community. Those in attendance emphasized the greatest challenges: funding, safe space, training, and resources as well as awareness and provided guidance on the work to be completed. The feedback provided through the community forum served as a starting point for the development of action items.

Based on recommendations, the following has been implemented in City recreation programs:

- Welcoming statement on Program Information Packages:
 - “The City of St. John’s promotes the acceptance and inclusion of all individuals regardless of economic status, national or ethnic origin, religion, culture, body size, sexual orientation, gender identity, age, or ability.”
- Collaborated with Dr. Julie Temple Newhook (Memorial University) on best practices for supporting gender diverse individuals in summer camp environments, specifically around gender disclosures. City programs have adopted the NLESD’s [Safe and Caring Schools Policy](#) Procedure 7 – Guidelines for LGBTQ Inclusive Practices.
- Casual staff training: ways to support gender/sexual diversity in recreation programs updated to reflect current best practice, i.e., terminology, pronoun use, gender neutral washrooms and gender related disclosures.
- Posters from Child and Youth Advocate Office which state, “This is a Positive Space that Welcomes and Supports Everyone’ are displayed in recreation facilities and program spaces.
- 2SLGBTQIA+ resources and activities will be incorporated into program plans

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- In addition, collaboration has been established with the public libraries as well as the Office of the Provost and Vice-President - Equity, Diversity, and Inclusion Program Coordinator at Memorial University to take a collective impact approach to fostering diversity. Representatives from Memorial University and the IAC will attend the July 12th meeting of Council to celebrate and raise the profile of St. John's Pride Week (July 15-24th).
- To make St. John's a better place for members of the 2SLGBTQIA+ community to live, learn, work, play and visit, the formation of a working group is necessary to address the needs identified in the attached meeting notes. The first priority will be to develop a base level, on-demand training, similar to the Inclusion & Accessibility Consideration Orientation that was developed by city staff and the IAC for the business community. Once the training has been developed it, can be featured on the city website.

Key Considerations/Implications:

1. Budget/Financial Implications: N/A

2. Partners or Other Stakeholders:
Inclusion Advisory Committee

2SLGBTQIA+experts/organizations and individuals with lived experience

3. Alignment with Strategic Directions:

A Connected City: Increase and improve opportunities for residents to connect with each other and the City.

Choose an item.

4. Alignment with Adopted Plans:
Healthy City Strategy

5. Accessibility and Inclusion:
Activities of this working group will be supported by City Inclusion staff.

6. Legal or Policy Implications:
It is anticipated that the 2SLGBTQIA+ working group will help to inform City policies and procedures relating to fostering inclusion within the organization and community.

7. Privacy Implications: N/A

8. Engagement and Communications Considerations:
The 2SLGBTQIA+ working group will require support from both the Divisions of Operational Performance and Strategy and Communications and Office Services.

9. Human Resource Implications: N/A

10. Procurement Implications: N/A

11. Information Technology Implications: N/A

12. Other Implications: N/A

Recommendation:

- That City staff and IAC representatives form a 2SLGBTQIA+ working group that will report to Council through the IAC
- That the 2SLGBTQIA+ working group develop training resources that can be used by city staff and the community to create safe, inclusive environments for the 2SLGBTQIA+ community
- That the 2SLGBTQIA+ working group develop a work plan that will guide future efforts towards inclusion for the 2SLGBTQIA+ community

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Reviewed by: Natalie Godden, Manager- Healthy City & Inclusion

Approved by: Tanya Haywood, Deputy City Manager – Community Services

Attachments/Links: 2022-02-18 Meeting Notes - CSJ and 2SLGBTQIA+

Report Approval Details

Document Title:	2SLGBTQIA+ Update and Working Group .docx
Attachments:	- 2022-02-18 Meeting Notes - CSJ and 2SLGBTQIA+.pdf
Final Approval Date:	Jun 30, 2022

This report and all of its attachments were approved and signed as outlined below:

Tanya Haywood - Jun 30, 2022 - 9:33 AM